Application for Employment
D-140 (Rev. [illegible]64)

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE
WASHINGTON, D. C. 20535

Date: 23 May 1966

(Check position applied for)

- [X] Special Agent
- [ ] Special Agent (Accountant)
- [ ] Radio Operator*
- [ ] Electronic Maintenance Technician*
- [ ] Laboratory Aid and Technician
- [ ] Translator
- [X] Nurse
- [ ] _____
- [ ] Stenographer
- [ ] Typist
- [ ] Clerk

* Applicants for these positions must complete "Questionnaire for Radio Operator and Technician Positions."

Notice: Application **must** be typewritten or clearly printed **in ink. All** questions **must** be answered. If a question is not applicable so state. Applications which are not complete and legible will not be considered. **If space provided is not sufficient for complete answers, or you wish to furnish additional information, attach sheets of the same size as this application, and number answers to correspond with questions.**

1. Personal History

a. Name in full

Last Name	First	Middle
OBRESSLER	ROBERT	KENNETH

b. List all other names you have used including nicknames; if female, furnish maiden name. If you have ever used any surname other than your true name, during what period and under what circumstances were these names used?

BOB

c. Have you ever legally changed your name?

- [X] No
- [ ] Yes — Date: _____ Place: _____ Court: _____

d. Height (without shoes)	e. Weight	f. Date of birth	g. Place of birth	h. Social Security Number
6'	185	21 Feb 37	Oak Park, Illinois, USA	357-28-1755

2. Marital Status

- [ ] Single
- [X] Married — Date: 18 Nov 57 — Place: Columbia, South Carolina
- [ ] Widowed
- [ ] Divorced — Date: _____ — Place: _____
- [ ] Separated

67 133302-1
Searched _____ Numbered _____
JUN 24 1966
Court
Number of children: 1

REC-141

3. Residences

a. Present residence address, residence and business telephone number

Apt. No.	Street	City	State	Zip Code	Telephone Numbers
~~414C~~	438 C Nicholson Road	Fort Sheridan	Illinois	60037	Residence 432-7349; Business 432-5000 Ext-3112

b. Complete address to which you wish mail or telegram sent (include telephone number if different from above)

4149 N. Marmora Avenue, Chicago, Illinois, 60634, 725-3640

c. List chronologically **all** of your residences for the past 10 years (include addresses while attending school if away from home).

Dates From	Dates To	Apt. No.	Street Address	City	State
1956	Jul 57	2	4149 N. Marmora Avenue	Chicago	Illinois
Jul 57	Jul 57		Ft. Leonard Wood, Mo. (training) USArmy	On Army Post	Missouri
Jul 57	Sep 57		Ft. Polk La. (training US Army	On Army Post	Louisiana
Sep 57	Nov 57		Ft. Jackson S.C. (training) US Army	On Army Post	S.C.
Nov 57	Dec 57		Ft. Lewis Wash. (transient) US Army	On Army Post	Washington

18 OCT 6 1966

REC'D - ADMIN. DIV. FBI JUN 20 11 23 AM '66

SEP 30 1966

4. Naturalization Record

a. Are you a U. S. citizen? [X] Yes [ ] No
Date of entry _____ Place of entry _____

b. Are you naturalized? [ ] No [ ] Yes N/A
Date _____ Place _____ Court _____

5. Availability of Applicant

a. If appointed as a **Special Agent** or **Radio Operator**, are you willing and prepared to accept assignment or transfer to any part of the United States or Puerto Rico for either temporary or permanent duration? [X] Yes [ ] No

b. If appointed to **other positions**, where do you prefer assignment? Chicago or East or West Coast (Chicago 1st Pref)

c. If appointed for assignment in Washington, D. C., are you willing to proceed to Washington, D. C., at your own expense? [X] Yes [ ] No

d. Earliest date available for employment Approx. ~~Jul-Aug~~ 1966 Sept

e. What is the lowest entrance salary you will accept? $9,000 per anum

f. Have you ever applied for employment with the Federal Bureau of Investigation?
[X] No
[ ] Yes _____ _____
Date Place

6. Physical Data

a. Describe any past or present physical defects or disabilities, including extent of defective vision, if any, with and without glasses (Snellen) and deficiencies in color vision and hearing.

None

b. **Male Applicants Only:** Do you have any physical defects, including any which would preclude unrestricted, regular participation in all phases of Bureau's firearms training, physical training, and defensive tactics? [ ] Yes [X] No
(If "yes" describe) _____

c. Have you had any serious illnesses or operations?
[X] No
[ ] Yes (Describe and give dates) _____

d. Were you hospitalized?
[ ] No
[X] Yes Sep 1961 (Dates) Lutheran General (Hospital) Niles, Illinois (Location)

e. How many days have you lost from work or school in the past 5 years? Appx 10 Reason for absences Epididymitis (see 5.d. above)

7. Education

a. Name of School	Location	Dates From	Dates To	Course Pursued	Degrees or Diplomas Received
High Schools Carl Schurz	Chicago, Ill.	Jan 51	Jan 55	General	Diploma
Colleges					
Wright Jr. College	Chicago, Ill.	Jan 55	Jan 57	Liberal Arts	Associate of Arts
College Michigan State University	East LansingMich	Sep 59	Jun 62	Police Adm	Bachelor of Science
Graduate School (graduate) Michigan State University	East LansingMich	Mar 62	Jun 62	Police Administration	None
Miscellaneous US Army Administration School	Ft. Jackson S.C.	Sep 57	Nov 57	Typing & Gen Admin	Certificate

a. Were you ever dismissed from a school, or was any disciplinary action including scholastic probation ever taken against you during your scholastic career?
[X] No
[ ] Yes _____ _____ _____
School Date Type of Action

b. List awards, honors, citations and any other special recognition you received while attending school.

None

7. Education (Continued)

c. Indicate your proficiency in each phase of each **foreign language** listed as "slight," "good," "fluent."

Name of Language	Speak	Understand	Read	Write
German	slight	slight	slight	slight

d. Are you a **member of the bar?** [X] No [ ] Yes (Specify States) _____

e. Are you a **certified public accountant?** [X] No [ ] Yes (Specify States) _____

f. Are you a **licensed automobile operator?** [X] Yes [ ] No

g. List any special **abilities, interests,** and **hobbies** with degree of proficiency: Marksmanship - fired sharpshooter & expert with .38,.45 pistol & M1 rifle/ Ichthyology-(amature)/ Photography-(amature)

h. (For Radio Operator and Electronic Maintenance Technician applicants only) Stero-Hi-Fi (amature)/ Art (amature)

Typing ability _____ wpm N/A

International Morse Code speeds: Sending _____ wpm Receiving _____ wpm

8. References

Give three references (not relatives, former employers, fellow employees or school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, business or professional men or women including your family physician, if you have one, who have known you well during the past five years.

a. Complete name [redacted] Addresses: Residenc Business

b. Complete name [redacted] Addresses: Residenc Business

c. Complete name [redacted] Addresses: Residenc Business

Give three social acquaintances in your own age group.

d. Complete name [redacted] Addresses: Residenc School or Business

e. Complete name [redacted] Addresses: Residenc School or Business

f. Complete name [redacted] Addresses: Residenc School or Business

[redacted]

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9. Employment

List chronologically all employments, including summer and part-time employments.

Name and Address of Employer	Dates From	Dates To	Salary	Position and Kind of Work	Name of Supervisor	Reason for Leaving
a. Name [redacted] 5 & 10 store) 4347 N. Central Ave, Chgo, Ill Address 4347 N. Central Ave City Chicago, Illinois	Appx. 1954	1956	Appx. $1.00 to $1.60 per hr	general stock part time during H.S. & college	[redacted]	sought full time employment
b. Name Western Electric Corp Address Cicero & Cermack, Cicero, Ill. City (actually worked at Fullerton Ave Plant)	Feb 1957 and Jun 1959	Jun 1957 and Sep 1959	Appx. $1.75 to $2.00 per hr	full time quality control - inspector	1st term [redacted] 2nd term [redacted]	1st term entered Army 2nd term return college
c. Name U.S. Army (enlisted man) Address N/A City N/A	Jul 1957	May 1959	Pvt E-1 to Sp/4 E-4	clerical & personnel in RYUKYU Hq & hospital on Okinawa	N/A	Honorable Discharge
d. Name Ingham County Probate Court Address Ingham Juvenile Detention Home City Lansing, Michigan	Appx. 1961	1962	Appx. $1.00 to $1.50 per hr	supervised & worked with delinquent youth-assisted probation officers	[redacted]	graduated from college (part time)
e. Name U.S. Army (Military Police Officer) Address (present assignment) Det A 5th MP Gp. (Criminal Inves) City Fort Sheridan, Illinois 60037	Sep62	to date	$9500 per anum (capt)	CO of criminal invest detachment-admin & supervision of detachment & investigators	Colonel [redacted]	N/A
f. Name Address City						

g. Have you ever been dismissed or asked to resign from any employment or position you have held?

☒ No
☐ Yes _____ _____
Employer's Name Date

Reason: _____

h. Are you now employed by an agency of the Federal Government? ☒ Yes ☐ No
Have you been employed by the Federal Government within the past 90 days?

☐ No
☒ Yes U.S. Army Washington D.C.
Agency Location

i. Do you have any sources of income other than your salary? ☐ Yes ☒ No

Specify each with amount: _____

Total amount of such income $ _____

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10. Military Record

a. Are you registered for Selective Service? #36

☐ No (I am currently on active duty) 4407 N. Milwaukee Ave, Chicago, Ill. 5A
☒ Yes
Local Board Number | City | State | Classification

b. Have you received any indication you may be called into the Armed Forces in the near future? ☐ Yes ☐ No N/A

c. Have you ever served on active duty in the Armed Forces of the United States? ☒ Yes ☐ No

d. Branch of military service	e. Serial Number	f. Dates of service
United States Army(Military Police)	RA16587577 & 05517745	Jul 57-May 59 /Sep 62-Present

g. Discharge
Type of Honorable
Basis for Separation
Separation Center: Ft. Sheridan, Ill. (May 59)

h. Member of Reserve ☐ No ☐ Yes ☐ Ready ☐ Standby
Service Branch
National Guard ☐ No ☐ Yes N/A
If you attend drills, meetings, or camps, give name of Unit and Location

i. Was any disciplinary action taken against you in the service? ☒ No ☐ Yes Nature of:

N/A - currently on active duty as officer in Military Police Corps

j. Do you claim veteran preference? ☐ No ☒ Yes
Basis:
k. ☐ Active Duty between 12/7/41 and 7/1/55
l. ☐ Service subsequent to 7/1/55 in a campaign or expedition for which a badge was authorized.
If so, identify
m. ☐ Service-connected disability. If so, describe
n. ☐ Wife ☐ Widow ☐ Mother

11. Foreign Travel - (Military Service, Residence, Visit)

a. Have you ever visited or resided in any foreign country (including travel in the Armed Forces of the U.S.)?

☐ No
☒ Yes None
Date passport issued | Passport Number | Place issued

Countries Visited	Dates From	Dates To	Reason for Travel
Okinawa, Taiwan & Hong Kong	Dec57	May 59	Stationed in US Army on Okinawa Toured Taiwan & Hong Kong on leave
Germany, Austria, Italy, Switzerland, Denmark, Netherlands, Belgium, France	Dec62	Nov 65	Stationed with US Army at Aschaffenburg Germany - Toured all others on leave
Luxemburg, England	Aug 60	Sep 60	Vacation
Canada			

b. Have you ever served in the Armed Forces of a foreign country?

☒ No
☐ Yes (Specify countries; dates)

c. Do you have any relatives, including in-laws, now residing outside the United States (except those in the Armed Forces of the United States) ☐ No ☒ Yes If so, list below.

Name	Relation	Age	City	Country	Citizen of what Country
Unknown					

All of my living relatives in Europe, to my knowledge, reside in Germany & Czechoslovakia and are direct relatives to my grandparents only. Ihave never had any contact with them nor do I have knowledge of their location. 5

12. Credit Record

a. Has your credit record ever been considered unsatisfactory, or have you ever been refused credit? [X] No [ ] Yes
(Give dates, places, names of creditors and circumstances.)

b. Are you indebted to anyone? [ ] No [X] Yes (Specify)

Name	Address	Amount
Marshall Field & Co	111 N. State Street, Chicago, Ill. (Charge acct)	$100.00

13. Court Record

a. Have you ever been arrested or charged with any violation, including traffic citations but not parking tickets? [ ] No [X] Yes
(A conviction should be listed ~~even if~~ set aside by operation of law.)

Date	Place	Charge	Final Disposition	Details
Dec65	Morton Grove, Ill	Failure to yield rt of way	went to court in Skokie,Ill	Guilty: fined $5.00

b. Has any member of your family or close relative (including in-laws) ever been arrested for other than traffic violations?
[X] No [ ] Yes

Name	Relation	Date	Place	Charge	Final Disposition

c. Have you ever been a plaintiff or a defendant in a court action? [X] No [ ] Yes (Give date, place, court, names of parties involved, nature of action, and final disposition.)

14. Organization Membership

List all clubs, societies or organizations of which you are, or have been, a member, and its location.

a. Illinois Association of Chiefs of Police Inc. - Hq at North Chicago, Illinois

b. The Military Police Association - Hq at Fort Gordon, Georgia

c. Alpha Phi Sigma (Nat Police Science Honorary Fraternity) Hq at Michigan State University

d. The Reserve Officers Association - Hq at 2517 Connecticut Ave N.W. Washington D.C.

e. Are you now, or have you ever been a member of the Communist Party, U.S.A., or any communist or fascist organization?
[X] No [ ] Yes

f. Are you now or have you ever been a member of any foreign or domestic organization, association, movement, group, or combination of persons which is totalitarian, fascist, communist, or subversive, or which has adopted, or shows a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or which seeks to alter the form of Government of the United States by unconstitutional means? [X] No [ ] Yes (If answer to (e) or (f) is "Yes," explain fully.)

15. Relatives

All applicants must give complete information concerning their relatives. If you have been married more than once, give the requested information concerning each former husband or wife. Even though a relative is deceased, give all the information requested, and indicate last residence and year of death. Include step-brothers and sisters, half-brothers and sisters, and if you or your wife have step-parents, legal guardians or others who have raised you instead of your parents the requested information should be furnished concerning them as well as your real parents. **If you are engaged to be married or contemplating marriage in the near future,** complete information must be included under sections c, h, i and j regarding your future husband or wife and future in-laws, and show clearly that relationship is contemplated.

Complete Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization
a. **Father** Joseph John RESSLER Address 4149 N. Marmora Ave - Chicago, Ill. 60634 Age 53 | Place of birth Chicago, Illinois	Fire Inspector Chicago Tribune 435 N. Michigan Ave Chicago, Illinois 60611	Citizen
b. **Mother** (Include maiden name) Gertrude Dorothy RESSLER (Heidrich) Address 4149 N. Marmora Ave - Chicago, Ill. 60634 Age 60 | Place of birth Chicago, Illinois	Housewife	Citizen
[redacted]		
Address Age | Place of birth		
Name Address Age | Place of birth		
e. **Brothers** Address Age | Place of birth		
Name Address Age | Place of birth		
Name Address Age | Place of birth		

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15. **Relatives** (Continued)

Complete Name (No initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization

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Name
Address
Age | Place of birth

Name
Address
Age | Place of birth

Name
Address
Age | Place of birth

Name
Address
Age | Place of birth

h. **Father-in-law**
Peter Andrew GRASZER
Address
8060 N. Oriole Ave - Niles, Ill. 60648
Age 68 | Place of birth
Austro-Hungary

Retired - last employment
Sawyer Biscut Co.
Melrose Park, Illinois
Occupation: Baker

POE-New York 5/4/4C *
Alien Reg #192528
Nat.Cert. #4755871
issued in Chicago, Illinois

i. **Mother-in-law** (Include maiden name)
Helen NMN GRASZER (Brauns)
Address
8060 N. Oriole Ave - Niles, Ill. 60648
Age 66 | Place of birth
Austro-Hungary

Housewife

POE-Baltimore, Md. 19/4/33
Alien Reg #114767
Nat. Cert. #3692198
~~issed in Chicago~~,Ill

* Port of Entry

15. Relatives (Continued)

Complete Name (No initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization

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Address

Age | Place of birth

16. Relatives Employed By The Government

List the complete names of any of your close relatives (including in-laws) who are employed in the Federal Government.

	Complete Name	Relation	Agency by which Employed	Location
a.	None			
b.				
c.				

17. Friends or Acquaintances Employed by the Federal Bureau of Investigation

	Complete Name	Location	Length of Acquaintance
a.	[redacted] SAIC (Middle initial K)	Waukegan, Ill. Resident Off	4 months
b.	Robert Stromburg SA (Middle initial L)	Same as above [illegible] 7/19/66	4 months
c.	[redacted] SA (Middle initial D)	Same as above 7/19/66	5 months

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out of service 8/14/69

18. Relatives Formerly Employed by the Federal Bureau of Investigation

	Complete Name Under Which Employed	Current Address	Relationship
a.	None		
b.			

ALL APPLICANTS

Attach an unmounted full face photograph of yourself, not larger than 2¾ x 2½ inches. Print your name plainly on the back of the photograph. The photograph must have been taken not more than 3 months prior to the date of this application.

I understand that all appointments are probationary for a period of one year, during which time the employee must demonstrate his fitness for continued employment by the Federal Bureau of Investigation. I also understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that wilfully withholding information or making false statements on this application will be the basis for dismissal from the service, and constitutes a violation of Section 1001, Title 18, U. S. Code. I agree to these conditions, and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

Robert K Kessler

Signature of the Applicant as Usually Written

CONTINUATION SHEET
APPLICATION FOR EMPLOYMENT

3. Residences - c. chronological listing of:

Dec 57 May 59 -	Sukiran Army Post	On Army Post	Okinawa
May 59 Sep 59 -	4229 N. Austin Avenue	Chicago	Illinois
Sep 59 Jun 62 -	1573 G. Spartan Village (MSU)	East Lansing	Michigan
Jun 62 Sep 62 -	Ft. Riley Kan. (ROTC training)	On Army Post	Kansas
Sep 62 Nov 62 -	Myrtle Court Apartments (Ft Gordon)	Augusta	Georgia
Dec 62 Aug 63 -	Gailbacher Str. #39 (US Army)	Aschaffenburg	Germany
Aug 63 Jun 64 -	Rhon Str. # 54 (US Army)	Aschaffenburg	Germany
Jun 64 Dec 65 -	US Government Quarters # 672	Aschaffenburg	Germany
Dec 65 Feb 66 -	8060 N. Oriole Ave.	Niles	Illinois
Feb 66 Present	414C & 438C Nicholson Rd.	Fort Sheridan	Illinois

correct parkway 9-1-66 added

7. Education - a. schools attended:

US Army Military Police School	Fort Gordon * Georgia	Sep 62-Nov 62	Officers' Basic Course	Completion Certificate
US Army Military Police School	Fort Gordon * Georgia	Mar 66-Apr 66	Criminal Investigation Supervisory Course	Completion Certificate

The Twelfth Annual National Institute on Police and Community Relations - Held at Michigan State University from 15 - 20 May 66. Main topic of Institute was the Police and Communities responsibility in the control of racial and other civil disturbances - also prevention of these disturbances during the summer months of 1966.

Additional remarks:

I hold a Top Secret clerance from the US Army which was finalized on 22 April 66 under the control of the Office of Training and Intelligence, Ft Sheridan, Ill.

[redacted] b6 b7C

My Military Police duties in Germany were Provost Marshal of a garrison city. I supervised a 40-50 man Military Police station, including a three man CID cell.

My current military duty is Commanding Officer of Det A, of the 5th MP Group(CI). Det A includes a detachment headquarters at Ft Sheridan, Ill., and field offices at Chicago, Ill., St. Paul, Minn., Milwaukee, Wis. and Detroit, Mich. The mission of the detachment is to conduct criminal investigation within an assigned six state area surrounding Illinois, on those violations which come under the Uniform Code of Military Justice.

Application for Employment
FD-140 (Rev. 2-21-67)

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE
WASHINGTON, D. C. 20535

Date: 1 June 1969

NOTICE: Application must be typewritten or clearly printed in ink. All questions must be answered, if applicable. If not, indicate NA (not applicable). Applications which are not complete and legible will not be considered. If space provided is not sufficient for complete answers, or you wish to furnish additional information, attach sheets of the same size as this application, and number answers to correspond with questions.

Check Position Applied For:

- [X] Special Agent
- [ ] Special Agent (Accountant)
- [ ] Radio Maintenance Technician*
- [ ] Laboratory Aid or Technician
- [ ] Translator
- [ ] Nurse
- [ ] Clerk-Stenographer
- [ ] Clerk-Typist
- [ ] Clerk
- [ ] Other _____

* Applicants for this position must complete "Questionnaire for Radio Maintenance Technician Position."

1. PERSONAL HISTORY

a. Name in full (Last, first, middle): RESSLER, Robert Kenneth

b. Social Security Number: 357-28-1755

c. List all other names you have used including nicknames; if female, furnish maiden name. If you have ever used any surnames other than your true name, during what period and under what circumstances were these names used? If you have ever legally changed your name, give date, place, and court.

Bob

d. Birth date (Month, day, year): Feb. 21, 1937

Place of birth: Oak Park, Illinois

e. Are you a U. S. citizen? [X] Yes [ ] No Naturalized? [ ] Yes [ ] No Derivative? [ ] Yes [ ] No

Naturalization # NA — NA (Place) — NA (Court)

Explain derivative citizenship NA

2. MARITAL STATUS

[ ] Single [X] Married Nov. 18, 57 (Date) Columbia, South Carolina (Place of Marriage) No. of Children 2

[ ] Widowed [ ] Divorced [ ] Separated NA (Date) — NA (Place of Divorce or Legal Separation) — NA (Court)

3. RESIDENCES

a. Present Residence Address: (Street, city, state, zip code) ~~4153 N. Marmora Avenue Chicago, Illinois, 60634 USA~~ MON - FRI at PICK FORT SHELBY HOTEL DETROIT, MICH.

Telephone Numbers: Residence 545-0449; Business 926-2215

b. Complete address to which you wish mail or telegram sent (include zip code and telephone number if different from above). 1501-633305 8 Numbered 1060 62
1501 CHECKER DRIVE, BUFFALO GROVE, ILL. 60090
4149 N. Marmora Ave., Chicago, Illinois 60634 Telephone # 725-3640

c. List chronologically ALL of your residences in the past 10 years (include addresses while attending school if away from home and all military addresses including any off military base).

Dates From	Dates To	Apt. #	Street Address	City	State
1937	Jul 57		4149 N. Marmora Ave., Chicago, Ill.	Chicago	Ill.
Jul 57	Jul 57		Ft. Leonard Wood, Mo. (training) Army	On post	Mo.
Jul 57	Sep 57		Ft. Polk, La. (training) Army	On post	La.
Sep 57	Nov 57		Ft. Jackson, S.C. (training) Army	On post	S.C.
Nov 57	Dec 57		Ft. Lewis, Wash. (transient) Army	On post	Wash.
Dec 57	May 59		Sukiran Army Post - Hq & Hq Co, USARYIS	On post	Okinawa
May 59	Sep 59		4229 N. Austin Avenue	Chicago	Illi

The Federal Bureau of Investigation is an equal opportunity employer.

(Residences continued)

1 JAN 28 1970 46

REC'D ADMIN. DIV.
FBI

JAN 22 1970

4. AVAILABILITY OF APPLICANT

JUN 1 10 PM 200

a. Have you previously applied for employment with the Federal Bureau of Investigation?
☐ No ☒ Yes Date May 66 Place Chicago Office

b. Are you willing to proceed to Washington, D. C., or other duty station, at your own expense?
☒ Yes ☐ No

c. Will you accept the lowest entrance salary for the position for which you qualify?
☒ Yes ☐ No

d. If appointed to a clerical position, I am willing to serve a minimum period of one year.
☐ Yes ☐ No NA

e. If appointed as a Special Agent or Radio Maintenance Technician, are you willing and prepared to accept assignment or transfer to any part of the United States or Puerto Rico for either temporary or permanent duration?
☒ Yes ☐ No

f. If appointed as a Special Agent, I agree to serve a minimum period of three years and completely understand that I must be available for assignment wherever my services are needed.
☒ Yes ☐ No

g. Earliest date available for employment.
1 January 1970

h. Minimum notice of appointment you will accept.
30 days

5. EDUCATION

a. Name of School	Location	Dates From	Dates To	Course Pursued	Degrees or Diplomas
High Schools					
Carl Schurz High	Chicago, Ill.	Jan 51	Jan 55	General	Diploma
Colleges					
Wright Jr. College	Chicago, Ill.	Jan 55	Jan 57	Liberal Arts	Associate of Arts
Michigan State University	E.Lansing, Mich.	Sep. 59	Jun 62	Police Administration	Bachelor of Science
Univ of Maryland					50 credits per Dept 10.17
Graduate School					
Michigan State University	E.Lansing, Mich.	6/62 Mar 67	9/67 Dec 67	Law-Enforcement Admin.	Master of Science
Miscellaneous					
(Education continued - see attached sheet)					

b. Were you ever dismissed from a school, or was any disciplinary action including scholastic probation ever taken against you during your scholastic career?
☒ No ☐ Yes _____ School _____ Date _____ Type of Action

c. List awards, honors, citations, positions held in school organizations, athletic endeavors, and any other special recognition you received while attending school.
Dean's list (scholastic recognition)

d. List any special abilities, interests, sports or hobbies with degree of proficiency.
Photography 35mm -amature
Typist - appx 40 WPM (continued)

e. Indicate your proficiency in each phase of each foreign language listed as "slight, "good," "fluent."

Name of Language	Speak	Understand	Read	Write
German	slight	slight	slight	slight

f. Are you a member of the bar?
☒ No ☐ Yes Date(s) _____ State(s) _____

g. Are you a certified public accountant?
☒ No ☐ Yes Date(s) _____ State(s) _____

h. Are you a licensed automobile operator?
☐ No ☒ Yes. State(s) Illinois (R246-7713-7052, expires 02/21/72)

6. REFERENCES

Give three references (not relatives, former or present employers, fellow employees or school teachers) who are responsible adults of reputable standing in their communities, such as property owners, business or professional men or women including your physician, if you have one, who have known you well for at least five years, preferably those who have known you during the past five years. If retired, give former occupation.

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[redacted] b6 b7C

7. EMPLOYMENT

List chronologically all employments, including summer and part-time employments while attending school. All time must be accounted for. If unemployed for a period, indicate, setting forth dates of unemployment.

Name and Address of Employer	Dates From	Dates To	Salary	Position and Kind of Work	Name of Supervisor	unemployed periods & Reason for Leaving
a. Name [redacted] (Kars 5&10 ¢ St) Address 4347 N. Central Avenue City & State Chicago, Illinois	appx. 1954	1957	appx. $1.00 to $1.60 per hr.	general stock boy part time during H.S. and Jr. Col over 3 yrs.	[redacted]	full time employment
b. Name Western Electric Corp. Address (Fullerton Fullerton Ave. Plant &Grand) City & State Chicago, Illinois	Feb 1957	Jun 1957	Appx. $1.75 per hr.	Telephone cable inspector - quality control dept.		entered U.S. Army 3 Jul 57 (enlisted service)
c. Name Western Electric Corp. Address same as 7.b., above City & State " " "	Jun 1959	Sep 1959	appx. $2.00 per hr.	same as above		discharged from Army on May 59 - left Western Elec. to return to college
d. Name Ingham County Probate Court Address Ingham Cty Juvenile Home 100 W. Willard Street City & State ~~XXXX~~ Lansing, Michigan	11/61 appx 1961 (off & on)	12/61 1962	Appx. $1200 to $1.50 per hr.	Supervisor-supervised delinquents and assisted case workers on cases		attended MSU during unemployed periods. worked on as-needed basis part time. Quit upon graduation

Name and Address of Employer	Dates From	Dates To	Salary	Position and Kind of Work	Name of Supervisor	Reason for Leaving
e. Name U.S. Army (Military Police Br.) Address (present assignment) Office of the Provost Marshal City & State Fort Sheridan, Illinois	Sep 1962	pres.	$11,170 per ann. (captain)	Deputy Provost Marshal of Fort Sheridan	Major	NA
f. Name Address City & State						

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g. Have you ever been dismissed or asked to resign from any employment or position you have held? [X] No [ ] Yes

Employer's Name _____ Date _____ Reason _____

h. Are you now or have you ever been employed by an agency of the Federal Government? (Include part-time employment.) [X] No [ ] Yes

From _____ To _____ Agency _____ Location _____

i. Do you have any sources of income other than your salary or that of your spouse? [X] No [ ] Yes

Specify each with amount _____

8. MILITARY RECORD

a. Are you registered for Selective Service? [ ] No [ ] Yes NA - currently on active duty
former registration
Selective Service # 11 36 37 36 Local Board # 36 City Chicago State Illinois

b. What is your current classification? active duty

Have you received any notice indicating you may be called into the Armed Forces in the near future? [ ] No [ ] Yes
If so, give approximate date. NA

c. If classified 1-Y (registrant qualified for military service only in time of war or national emergency) or 4-F (registrant not qualified for any military service), furnish reasons.
NA

d. Have you ever served on active duty in the Armed Forces of the United States? [ ] No [X] Yes 57-59 Specialist 4th Class
Highest rank attained current rank - captain

e. Branch of military service
U S Army (Military Police Corps)

f. Serial number
enlisted RA 16587577
commissioned 05517745

g. Dates of active duty (month, day & year)
enlisted
From 3 Jul57 To 27May59

h. Type of Discharge: Honorable
Basis for Discharge: Separation

i. Member of Reserve? [ ] No [X] Yes [ ] Ready [ ] Standby
Service Branch Army - on active duty
National Guard [ ] Present [ ] Former [ ] None
If you attend drills, meetings, or camps, give name of unit and location.

1-8-70 pm DE 10-1

j. Was any type of disciplinary action taken against you in the service?
[X] No [ ] Yes Nature of:

k. Do you claim veterans preference? [ ] No [X] Yes Basis: [ ] Active duty between 12-7-41 and 7-1-55 [X] Active duty subsequent to 1-31-55 in excess of 180 consecutive days [ ] Service-connected disability [ ] Wife [ ] Widow [ ] Mother

9. FOREIGN TRAVEL - (MILITARY SERVICE, RESIDENCE, VISIT)

a. Have you ever visited or resided in any foreign country (including travel in the Armed Forces of the U. S.)? [ ] No [X] Yes

Passport # Y631495 - (Official) Date issued Nov 8, 1967 Place issued Washington D.C.

Countries Visited	Dates From	Dates To	Reason for Travel
Okinawa, Taiwan, Hong Kong	Dec 57	May 59	Stationed on Okinawa with U.S. Army - visited Taiwan & Hong Kong on leave
Germany, Austria, Italy, Switzerland, Denmark, Neatherlands,			
Belgium, France, Luxemburg & England	Dec 62	Nov 65	Stationed in Germany (Aschaffenburg) USARMY toured all others while on leave status
Canada	Aug 60	Sep 60	Vacationed with wife

(continued)

b. Have you ever served in the Armed Forces of a foreign country? [X] No [ ] Yes
(Specify countries; dates)

c. Do you have any relatives, including in-laws, now residing outside the United States (except those in the Armed Forces of the United States or those employed by the United States Government living abroad)? [ ] No [X] Yes. If so, list below and furnish degree of association and contact you and members of your immediate family have with these relatives.

Name	Relation	Age	City	Country	Citizen of what Country
Any living relatives that I have who reside overseas are in Germany or Czechoslovakia. I have never had any association or contact with these people, nor do I know of their whereabouts. Any contact made with these people in the past was through my grandparents, three of which are deceased. My last living grandmother no longer writes her relatives as she is blind.					

10. CREDIT RECORD

a. Has your credit record ever been considered unsatisfactory, or have you ever been refused credit? [X] No [ ] Yes
(If "yes," give dates, places, names of creditors and circumstances.)

b. Are you indebted to anyone? [ ] No [X] Yes
(List any debt over $100. Also list any debt, regardless of the amount, where payment is past due.)

Creditor	Address	Amount
Carson Pirie Scott & Co	1 So. State Street, Chicago, Ill	(charge account) appx. $130.00

11. COURT RECORD

a. Have you ever been arrested or charged with any violation? [ ] No [X] Yes (List all such matters even if not formally charged, or no court appearance, or found not guilty, or matter settled by payment of fine or forfeiture of collateral.)

Date	Place	Charge	Final disposition	Details
Dec 65	Morton Grove, Illinois	Failure to yield right of way	court date Skokie, Ill.	(traffic accident) found guilty - fined $5.00. (damage only to my vehicle)

b. List all traffic citations but not parking tickets.

Date	Place	Charge	Final disposition	Details
See item 11.a., above				

c. Has any member of your family or close relative (including in-laws) ever been arrested for other than traffic violations? [X] No [ ] Yes

Name	Relation	Date	Place	Charge	Final Disposition

d. Have you ever been a plaintiff or defendant in a court action including divorce actions? [X] No [ ] Yes (Give date, place, court, names of parties involved, nature of action, and final disposition.)

12. ORGANIZATION MEMBERSHIP

a. *List all clubs, societies or organizations of which you are or have been a member.

Name	City and State	Former	Present (List position held and extent of activity)
International Assn. of Chiefs of Police 94-1-22836	Washington D.C.	1966	
Illinois Assn. of Chiefs of Police 94-1-152	North Chicago, Illinois		active member
The Military Police Association	Fort Gordon, Georgia		active member

WITH BOTH ORGANIZATIONS WE HAVE CORDIAL RELATIONSHIP WITH GENERAL MEMBERSHIP PER SA [redacted] ORG 11/6/64.

(continued)

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b. Are you now, or have you ever been a member of the Communist Party, U.S.A., or any communist or fascist organization? [X] No [ ] Yes

c. Are you now or have you ever been a member of any foreign or domestic organization, association, movement, group, or combination of persons which is totalitarian, fascist, communist, or subversive, or which has adopted, or shows a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or which seeks to alter the form of Government of the United States by unconstitutional means? [X] No [ ] Yes
(If answer to any of these is "Yes," explain fully.)

13. RELATIVES

All applicants must give complete information concerning their relatives. If you have been married more than once, give the requested information concerning each former husband or wife. Furnish similar information, including date and place of action, for any members of your immediate family who have been divorced. Even though a relative is deceased, give all the information requested, and indicate last residence and year of death. Include stepbrothers and sisters, half brothers and sisters. If you or your wife have stepparents, legal guardians or others who have reared you instead of your parents, the requested information should be furnished concerning them, as well as your real parents. **If you are engaged to be married or contemplating marriage in the near future,** complete information must be included under sections c, h, i and j regarding your future husband or wife and future in-laws, and **clearly show that such relationship is a future one.**

Complete Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable
a. **Father** Joseph John RESSLER Address 4149 N. Marmora Ave. - Chicago, Ill. 60634 Birth date: 03/11/06 — Place of birth: Chicago, Illinois	Chief, Fire Inspector Chicago Tribune 435 N. Michigan Avenue Chicago, Illinois, 60611 (retired May 69 w/33 years service)	Born Citizen
b. **Mother** (Include maiden name) Gertrude Dorothy RESSLER (Heidrich) Address 4149 N. Marmora Ave - Chicago, Ill. Birth date: 03/08/13 — Place of birth: Chicago, Illinois	Housewife	Born Citizen
Name Address Birth date — Place of birth		

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13. RELATIVES (Continued)

Complete Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable
e. **Brothers** N/A Address Birth date / Place of birth		
Name N/A Address Birth date / Place of birth		
Name N/A Address Birth date / Place of birth		
Name NA Address Birth date / Place of birth		
Name N/A Address Birth date / Place of birth		
Name N/A Address Birth date / Place of birth		

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13. RELATIVES (Continued)

Complete Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable
g. Wives and Husbands of Brothers & Sisters (Continued) NA Address Birth date / Place of birth		
Name NA Address Birth date / Place of birth		
Name NA Address Birth date / Place of birth		
h. Father-in-law Peter Andrew GRASZER Address 509 S. Gibbons Ave., Arlington Hts.,Ill. Birth date: 10/28/98 / Place of birth: Austro-Hungary	Baker (retired appx. 1965) last employment: Sawyer Biscut Company Melrose Park, Illinois (business no longer at this address)	POE - N.Y. Apr; 5, 1940 - Alien Reg. # 192528 Nat. Cert.#4755871 Issued at Chicago.
i. Mother-in-law (Include maiden name) Helen NMN GRASZER (Brauns) Address 509 S. Gibbons Ave., Arlington Hts.,Ill. Birth date: 08/11/00 / Place of birth: Austro-Hungary	Housewife	POE - Baltimore, Md. Apr 19, 1933 Alien Reg#114767 Nat.Cert.#3692198 Issued at Chicago.

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13. RELATIVES (Continued)

Complete Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable

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Name Address Birth date / Place of birth		

14. RELATIVES EMPLOYED BY THE GOVERNMENT

List the complete names of any of your close relatives (including in-laws) who are employed in the Federal Government.

Complete Name	Relation	Agency by which Employed	Location
NA			

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8/23/69 yes

15. FRIENDS OR ACQUAINTANCES EMPLOYED BY THE FEDERAL BUREAU OF INVESTIGATION

Complete Name	Location	Length of Acquaintance
[redacted] (SA) (~~SAC~~) SA Chicago	Resident Office Waukegan, Illinois	3½ years
[redacted] (SA) ant Chicago SA Wauk.	" " "	3½ years
[redacted] (SA) ASAC Waukegan ant Chicago	" " "	3½ years
Kenneth Joseph (~~SAC~~) SA at Lansing ant of Detroit	Resident Office Lansing, Michigan	2½ years

16. RELATIVES FORMERLY EMPLOYED BY THE FEDERAL BUREAU OF INVESTIGATION

Complete Name under which Employed	Current Address	Relationship
NA		

a. Height without shoes	b. Do you now have or have you ever had any of the following: nervous, mental, or emotional disorder of any sort; tuberculosis; epilepsy, fainting spells or severe headaches; diabetes; ulcers; rheumatic fever or heart disease; or asthma? [X] No [ ] Yes (If "yes", identify, describe, and give dates)
6'	
Weight without clothes	
180 lbs.	

c. Do you now have or have you ever had any chronic or serious illnesses; or have you ever had any serious operations or injuries? [X] No [ ] Yes
(If "yes" describe and give dates)

d. Have you ever been hospitalized? [ ] No [X] Yes

Dates	Hospital	Location	Reason
appx. 10 days appx. Sep 1960	Lutheran General Hospital	Dempster & Milwaukee Niles, Illinois	epididymitis
appx. 5 days appx. Sep 1960	Olin Memorial Health Center	Michigan State Univ. East Lansing, Michigan	reoccurance epididymitis

e. Describe any past or present physical handicap, defect, or disability not previously covered, but including extent of defective vision, if any, with and without glasses (Snellen) and deficiencies in color vision and hearing.

NA

f. How many days have you lost from work or school due to illness during the past five years?	Nature of illness(es)
appx. 7-10 days	Days lost over the past 5 years were due to severe colds, flu, etc. Exact days unknown; however, period of illness never exceeded 2 or 3 days at a time.

g. Have you ever received, is there pending, have you applied for, or do you intend to apply for pension or compensation for existing disability? [X] No [ ] Yes
(If "yes," specify what kind, granted by whom, and what amount, when, why. If applicable, include Veterans' Administration claim number.)

h. **Male Applicants Only:** Do you have any physical defects such as, but not limited to, a bone, joint, or other deformity or loss of a finger, which would preclude unrestricted, regular participation in all phases of the FBI's firearms training, physical training and defensive tactics? [X] No [ ] Yes
(If "yes" describe)

I understand that all appointments are probationary for a period of one year during which I must demonstrate my fitness for continued employment by the Federal Bureau of Investigation. I also understand that, in many parts of the Bureau, it has been necessary to establish regular night and midnight shifts in view of which I must be available for such assignments as the needs might require. I further understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that wilfully withholding information or making false statements on this application will be the basis for dismissal from the Federal Bureau of Investigation, and constitutes a violation of Section 1001, Title 18, U. S. Code. I agree to these conditions and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

Robert K. Ressler

Signature of Applicant as Usually Written **(Do not use nickname)**

★ U.S. GOVERNMENT PRINTING OFFICE : 1968 O—309-997

CONTINUATION SHEET
APPLICATION FOR EMPLOYMENT

3. Residences - c. chronological listing of:

Sep 59-Jun 62	1573 G. Spartan Village (MSU)	East Lansing	Michigan
Jun 62-Sep 62	Ft. Riley, Kan. (ROTC Training)	On post	Kansas
Sep 62-Nov 62	Myrtle Ct. Apartments (Ft. Gordon)	On post	Georgia
Dec 62-Aug 63	Gailbacher Str. #39 (U.S. Army)	Aschaffenberg	Germany
Aug 63-Jun 64	Rhon Str. # 54 (with U.S. Army)	Aschaffenberg	Germany
Jun 64-Dec 65	US Government Quarters # 672	Aschaffenberg	Germany
Dec 65-Feb 66	8060 N. Oriole Ave. (w/in-laws)	Niles	Illinois
Feb 66-Mar 67	414 C & 438 C Nicholson Road	Fort Sheridan	Illinois
Mar 67-Dec 67	1451 C. Spartan Village (MSU)	East Lansing	Michigan
Dec 67-Jan 68	4153 N. Marmora Avenue	Chicago	Illinois
Jan 68-Sep 69	Camp Vayama (w/ U.S. Army)	Sattahip	Thailand
Sep 69-Jan 69	Camp Friendship (U.S. Army)	Korat	Thailand
Feb 69-Jun 69	4153 N. Marmora Avenue	Chicago	Illinois

BU 69 BU 69 BU 69 correct dates 8-13-69 lew

5. Education - a. schools attended:

US Army Military Police School	Fort Gordon Georgia	Sep 62-Nov 62	Officer Basic Course	Completion Certificate
US Army Military Police School	Fort Gordon Georgia	Mar 66-Apr 66	Criminal Investigation Supervisory Course	Completion Certificate

Attended the Twelfth Annual National Institute on Police and Community Relations as official representative of U.S. Army Military Police. Institute held at Michigan State University from 15-20 May, 1966. Main topic of Institute was the Police and Communities responsibility in the control of racial and other civil disturbances.

5. Education - d. Special abilities, interests, sports or hobbies etc.

Snow skiing - amature, recreational
Water skiing - amature, recreational
Tropical fish - hobby
Lapidary arts - hobby
Stero - Hi Fi - hobby
Judo - recreational
Karate - recreational
Markmanship - fired on Army team with .38 & .45 cal. pistol. (Expert Badge)

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9. Foreign Travel - countries visited:

Southeast Asia (Thailand)	Jan 68 - Jan 69	stationed at Sattahip and Korat with US Army
Oahu & Hawaii	Jan 69 - Feb 69	vacationed with wife

12. Organization Membership - a. list of clubs, etc.:

Alpha Phi Sigma (National Police Honorary Fraternity)	Michigan State University	(former)1960-1962

Additional Information

Have held a SECRET security clearance from September 1962 to April 1966. Have held a TOP SECRET security clearance from April 1966 to present.

Military Duties Since December 1962

Dec 1962 - Dec 1965 Provost Marshal, Aschaffenberg Germany (Comparable civilian position - Chief of Police) PM of garrison city with a military population of approximately 7,600. German population of 60,000. Responsible for discipline, law and order over military community. Supervised a fifty man military police station to include a three man criminal investigation unit. Further responsible for physical security of all military installations in Aschaffenberg. Worked as liaison officer with German police on all law enforcement and criminal matters. Awarded the Army Commendation Medal for meritorious service during this period.

Jan 1965 - Mar 1967 Commanding Officer, Criminal Investigation Detachment (Comparable civilian position - Area Agent in Charge of a Federal Investigative Agency) Direct responsibility for all criminal investigations, reporting, liaison, supply, training and personnel administration over five field offices. These five field offices were manned by approximately thirty-five investigators and were located in Chicago, St Paul, Minn., Milwaukee, Detroit and Rock Island, Ill. The field offices covered a six state area surrounding Illinois. Scope of jurisdiction - to investigate all major violations of the Uniform Code of Military Justice within the aforementioned six state area.

Mar 1966 - Dec 1967 Attended Graduate School at Michigan State University.

Feb 1968 - Jan 1969 Provost Marshal, Sattahip, Thailand (Southern Thailand) Directly responsible for discipline, law and order of a military community of approximately 3,000 soldiers. Supervised a 200 man military police force that was primarily engaged in law enforcement and physical security of the Sattahip Port (largest in Thailand) and the surrounding facilities. Worked closely with Thai military and civilian police authorities as U.S. liaison officer for law enforcement and criminal matters. During Sep 1968, moved up to position of 40th Military Police Battalion Operations Officer. In this capacity was directly responsible for all battalion operations to include all military police operations in Thailand. Awarded the Second Award of the Army Commendation Medal for meritorious service during this period.

Feb 1969 - Present Deputy Provost Marshal, Fort Sheridan, Illinois. Work as deputy to the Provost Marshal, Fort Sheridan, the home of Fifth Army Headquarters located approximately 25 miles north of Chicago. Carry out the orders and policies of the Provost Marshal who is responsible for military police operations at Fort Sheridan, Chicago, St Paul, Minn., Milwaukee, Detroit and the surrounding area. This operation is manned by approximately 400 military and civilian personnel.

Agent Cover Sheet for File
4-356 (Rev. 12-20-67)

Name	
ROBERT K. RESSLER	
EOD Clerk	
EOD Special Agent **2/2/70**	
Adjusted EOD	
Social Security Number **357/28/1755**	

Office	Date
SCHOOL	**2/2/70**
NEW ORLEANS AS FA	**5/22/70**
CLEVELAND	10-18-71
QUANTICO	7-8-74

PERMANENT BRIEFS AND SECURITY REVIEWS

Perm. Brief	Security Rev.	Date	Name of Briefer
✓	✓	7-17-73 10-30-73	LHO LHO med
✓	✓	5-24-74	LHO: gsr
	✓	6/24/80	GAJ/bsL ron

SALARY CHANGES

Date	Grade	Salary
2/2/70	**GS-10**	**~~$10,252~~** 10,869
1-10-71	"	11,517
2-7-71	"	11,901
1-9-72	GS-10	12,556
2-6-72	GS-11	14,197
~~1-7-73~~ 10-1-72	GS-11	14,938
2-4-73	GS-11	15,394
10-14-73	GS-11	16,138
10-13-74	GS-11	17,029
2-2-75	GS-11	17545
2-16-75	GS-12	19,078
10-12-75	GS-12	20,032
2-15-76	GS-12	20,678
2-29-76	GS-13	22,906
10-10-76	GS-13	24,308
2-27-77	GS-13	25,118
3-13-77	GS-14	28,725
10-9-77	GS-14	30,750
3-12-78	GS-14	31,775
10-8-78	GS-14	33,523
3-11-79	GS-14	34,604
10-7-79	GS 14	37,027
3-9-80	GS 14	38,184
10-5-80	GS 14	41,657
10-4-81	GS-14	43,658
10-4-81	GM-14	43,658
10-4-81	GM 14	44,487

OPTIONAL FORM NO. 10
MAY 1962 EDITION
GSA GEN. REG. NO. 27

5010-106

UNITED STATES GOVERNMENT

Memorandum

Assoc. Dir. ____
Dep. AD Adm. ____
Dep. AD Inv. ____
Asst. Dir.:
Admin. ____
Comp. Syst. ____
Ext. Affairs ____
Files & Com. ____
Gen. Inv. ____
Ident. ____
Inspection ____
Intell. ____
Laboratory ____
Plan. & Eval. ____
Spec. Inv. ____
Training ____
Legal Coun. ____
Telephone Rm. ____
Director Sec'y ____

TO : Mr. Walsh

DATE: 5-23-74

FROM : R. G. Hunsinger

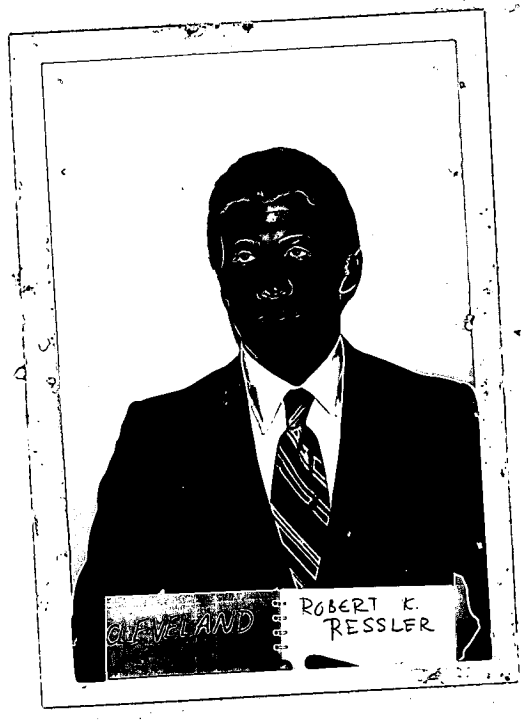
SUBJECT: SA ROBERT K. RESSLER
Cleveland Office
Veteran

PERMANENT BRIEF

Entered on Duty		2-2-70
Reported to Field		5-22-70
Present Grade and Salary		GS-11, $16,138
Last Salary Change		10-14-73 - Basic Increase
Age		37 - Born 2-21-1937
Place of Birth		Oak Park, Illinois
Marital Status		Married - 3 Children
Education		Bachelor of Science Degree
		Master of Science Degree
Language Ability		None
Offices of Preference since 4-74		Chicago
1974 Annual Performance Rating		EXCELLENT
Firearms Ability		Qualified
Outstanding Endorsers		None
Relatives in Bureau		None
Offices of Assignment:		
5-22-70	assigned	New Orleans
6-9-70	temp. assigned	Chicago
8-11-70	returned	New Orleans
10-18-71	reported	Cleveland

LLD:gpt (1)

REMOVED BY SRD



ROBERT K. RESSLER

11-14-73

on 2/2/70
This employee entered on duty as a Special Agent at $10,869 per annum in Grade GS-10. During his training Inspector Jenkins stated he made a mature, excellent personal appearance and had a pleasant personality. He was progressing in a satisfactory manner in training school and should develop into a satisfactory New Agent. He was urged to concentrate more on his report writing and he assured he would. He had no personal problems and should be able to work in any locale.

On 5-22-70 he was assigned to the New Orleans Office.

His daily average overtime for May, 1970, 50"; June, 2'7".

On 6/9/70 he was placed on temporary assignment in the Chicago Office for 60 days. On 6/4/70 SAC, Chicago advised of an acute family situation, in Chicago, which required the presence of SA Ressler in that town for a period of time. On 6/1/70, SA Ressler's father died of cancer and his father did not leave a will. At the time of his death he owned 2 small apartment buildings. His legal affairs were in a confused state. SA Ressler had a young sister and her husband living in Chicago. They do not have sufficient experience to setup the estate left his father, but after this was done would be able to assist in handling the financial affairs of their mother. For this reason, to permit him to make necessary arrangements, he requested temporary assignment until this could be straightened out.

His daily average overtime for July, 1970, 2'13"; August, 2'38".

On 8/11/70 he returned to the New Orleans Office.

On 8/25/70 he received a rating of SATISFACTORY.

His daily average overtime for September, 1970, 2'39"; October, 2'38"; November, 2'44"; December, 2'44".

On 1/10/71 he received a Basic Increase to $11,517 per annum in GS-10.

His daily average overtime for January, 1971, 2'43"; February, 2'41".
On 2/7/71 he received a Within-Grade to $11,901 per annum in GS-10.
On 3/31/71 he was rated EXCELLENT with comments stating he had been assigned to criminal matters. For an agent of his experience, he was above-average in all phases of his investigation and production. In view of his limited experience in the field, no evaluation of his potentia was being made at this time; however, his attitude, maturity, and judgement indicate he had definite potential in the future for advancement.

His daily average overtime for March, 1971, 2'46"; April, 2'37".

By letter dated 4/29/71 he was COMMENDED through the SAC, along with others, for rendering such vital assistance incident to the investigation and arrest of [redacted] the subjects of an Interstate Transportation of Stolen Motor Vehicle case. b6 b7C

His daily average overtime for May, 1971, 2'45"; June, 2'15".

By letter dated 6/24/71 he was ORDERED UNDER TRANSFER to the Cleveland Office.

By letter dated 7/28/71 the Bureau recognized his action in apprehending a man who had burglarized an apartment near his residence.

His daily average overtime for July, 2'46"; August, 2'42".

By letter dated 8-20-71 he was COMMENDED for his persistent investigative efforts while assigned to the New Orleans Office in connection with the Interstate Transportation of Stolen Porperty case concerning [redacted] b6 b7C and others.

By letter dated 9-15-71 he was COMMENDED for the extensive investigation that he conducted in connection with the Interstate Transportation of Stolen Motor Vehicle case involving [redacted] and others. b6 b7C

His daily average overtime for September, 2'22"; October, 2'1".

On 10-18-71 he reported to the Cleveland Office and was rated OUTSTANDING on his transfer report.

His daily average overtime for November, 2'32"; December, 2'3".

On 1-9-72 he received a Basic Increase to $12,556 per annum.

His daily average overtime for January, 1972, 2'30"; February, 2'28".

On 2-6-72 he received a Promotion to Grade GS-11, at $14,197 per annum.

By letter dated 3-8-72 he was COMMENDED through the personnel of the division who participated so effectively in the investigation of the Interstate Transmission of Wagering Information case involving [redacted] and others. b6 b7C

On 3-31-72 he was rated EXCELLENT and comments reflected during the rating period he handled general criminal and organized crime matters. He handled cases of a moderate complexity with a minimum of supervision. He was interested in and available for administrative advancement.

ROBERT K. RESSLER (continued)

His daily average overtime for March, 1972, 1' 52"; April, 2' 11"; May, 2'9"

By letter dated 5-16-72 he was COMMENDED through the SAC along with other personnel of the office who performed so effectively with respect to the investigation of the Illegal Gambling Business case involving [redacted] and others. b6 b7C

His daily average overtime for June, 1972, 2' 10"; July, 3' 14"; August, 2'; September, 2' 5"; October, 1' 49".

By letter dated 10-13-72 he was COMMENDED through the SAC along with other agents who rendered such noteworthy assistance incident to the investigation of the Illegal Gambling Business case involving [redacted] and others. b6 b7C

As the result of a Basic Increase on 1-7-73 and a Within-Grade Increase on 2-4-73 his salary was increased to $15,394 per annum in GS-11.

By letter dated 3-29-73 he was COMMENDED, through the SAC, along with other agents who performed so admirably incident to the investigation of the Interstate Transmission of Wagering Information case concerning [redacted] and others. b6 b7C

By letter dated 3-30-73 he was COMMENDED, through the SAC, along with other personnel in the office who performed so effectively incident to the investigation of the Illegal Gambling Business case concerning [redacted] and others. b6 b7C

On 3-31-73 he was rated EXCELLENT with comments that he was assigned to the Organized Crime- Gambling Squad and was capable of handling matters of moderate complexity with a minimum of supervision. He was completely available for administrative advancement.

On 10-14-73 he received a Basic Increase to $16,138 per annum in GS-11.

By letter dated 1-15-74 he received an INCENTIVE AWARD in the amount of $150 in recognition of his outstanding performance in connection with Interstate Transportation in Aid of Racketeering case involving [redacted] and others. b6 b7C

On 2-14-74 an autographed photograph of Mr. Kelley was forwarded to SA Ressler.

By letter dated 3-28-74 he was COMMENDED for the excellent job he did while assigned as a counselor for the 96th Session of the FBI National Academy from 1-7-74 through 3-28-74.

On 3-31-74 he was rated EXCELLENT with comments that he was assigned to the Organized Crime - Gambling Squad and was capable of handling the most complicated matters with a minimum of supervision. He had very good qualifications for administrative advancement and was completely available.

U. S. DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF INVESTIGATION

Office of the Director

Washington, D.C. 20535

DECEMBER 14, 1987

MR. ROBERT K. RESSLER
TRAINING DIVISION
FBI ACAD. QUANTICO, VA 22135

DEAR MR. RESSLER:

Enclosed is a check in recognition of your SUPERIOR performance as a General Merit employee under the Performance Management and Recognition System for the past appraisal period.

The cash value of your performance award is $ 575.24.

I am most appreciative of your fine effort in support of the FBI's mission.

Sincerely yours,

William S. Sessions
Director

check sent by PRW 3/4/88

Enclosure

REC-125

67-633303-144
Searched..... Numbered.....
10 FEB 9 1988

4 FEB 12 1988

125

FBI/DOJ

X474

DEC 10 1987

The Deputy Attorney General

Director, FBI

FEDERAL GOVERNMENT

BOOK PROPOSAL ENTITLED
SEXUAL HOMICIDE: PATTERNS
AND MOTIVES
AUTHORED BY SUPERVISORY SPECIAL AGENTS (SSA)
ROBERT K. RESSLER AND JOHN E. DOUGLAS

ACTION MEMORANDUM

Enclosed is one copy of captioned book proposal. Also enclosed is the "Jefferson Award" citing research of SSA Robert K. Ressler.

All faculty members of the FBI Academy have been encouraged to publish articles and text in furtherance of our professional standing in the academic community, as the reputation of our academic institution is based on its research efforts and its resulting publications. SSAs Robert K. Ressler and John E. Douglas, Behavioral Science Investigative Support Unit, Training Division, FBI, have conducted research on serial and sexual homicides since 1977.

The FBI's research on sexual killers has been accomplished in collaboration with Dr. Ann W. Burgess, University of Pennsylvania, who is a long-time consultant to the Behavioral Science Units of the Training Division. Dr. Burgess, an expert in the area of rape and victimization, has authored over 15 text. SSAs Robert K. Ressler and John E. Douglas have co-authored over 12 articles with Dr. Burgess, which have appeared in the FBI Law Enforcement Bulletin and other professional journals.

A literature review has disclosed few text on sexual homicide, and there has been no previous work done on a data-based sample of interviews done with incarcerated sexual offenders. The text will be directed to the fields of law enforcement, criminal justice, psychiatry, psychology, and corrections and will be of general multidisciplinary interest in the academic and professional communi-

MAILED 17
DEC 11 1987
FBI

Exec AD Adm. ___
Exec AD Inv. ___
Exec AD LES ___
Asst. Dir.:
Adm. Servs. ___
Crim. Inv. ___
Ident. ___
Insp. ___
Intell. ___
Lab. ___
Legal Coun. ___
Off. Cong. & Public Affs. ___
Rec. Mgmt. ___
Tech. Servs. ___
Training ___
Telephone Rm. ___
Director's Sec'y ___ MAIL ROOM

Enclosures (2)
RKR:sfm
(6)

ENCLOSURE

NOV 29 1988

67-C33503-195
Searched..... Numbered.....
16 NOV 21 1988

REC-130

APPROVED:
Director
Exec. AD-Adm.
Exec. AD-Inv.
Exec. AD-LES
Adm. Servs.
Crim. Inv.
Ident.
Inspection
Intell.
Laboratory
Legal Coun.
Off. of Cong. & Public Affs.
Off. of Lia. & Intl. Affs.
Rec. Mgmt.
Tech. Servs.
Training

SEXUAL HOMICIDE:

PATTERNS AND MOTIVES

Book Proposal

SSAs Robert K. Ressler, John E. Douglas, and
Dr. Ann W. Burgess.

Robert K. Ressler, M.S., is a Supervisory Special Agent, National Center for the Analysis of Violent Crime, and Program Manager of the Violent Criminal Apprehension Program, FBI Academy, Quantico, Virginia 22135.

John E. Douglas, M.S., is a Supervisory Special Agent, National Center for the Analysis of Violent Crime, and Program Manager for the Profiling and Consultation Program, FBI Academy, Quantico, Virginia 22135.

Ann W. Burgess, R.N., D.N.Sc., is the van Ameringen Professor of Psychiatric Mental Health Nursing at the University of Pennsylvania School of Nursing and Associate Director of Nursing Research at the Department of Health and Hospitals of Boston.

SEXUAL HOMICIDE:

PATTERNS AND MOTIVES

Rationale for Text

Since the mid-1970's, crimes of violence, specifically sexually oriented homicides, have been on the increase. Conversely, solution rates for these crimes have been on the decrease (Uniform Crime Report, Crimes in the U. S. 1980-85). The trend has been apparent to the FBI's Training Division, and in response to this violence, the FBI's National Center for the Analysis of Violent Crime was announced in 1985. However, there is no text to law enforcement and related criminal justice, professional and academic institutions which would assist in the recognition, identification, and investigation of such crimes.

Investigators, mental health personnel, victimologists, and prosecutors are in crucial need of the research being conducted by the National Center for the Analysis of Violent Crime and the University of Virginia. Such information will impact on the effectiveness of investigations, prosecution, and victim and offender treatment in such matters.

Objectives of Text

1. To provide a means to document and make available FBI research on violent sexual offenders to the law enforcement and related criminal justice, academic, and professional fields. This research has been ongoing since 1977.

2. To present case histories of sexually homicidal offenders in an effort to categorize and analyze them from a law enforcement and mental health prospective.

3. To provide investigative, evaluative, and prosecutive guidelines for dealing with the offender.

TABLE OF CONTENTS FOR SEXUAL HOMICIDE

Figures and Tables

Preface

Acknowledgements

Ch. 1 The Study of Murder

Ch. 2 Growing up to Murder: The Social Environment and Formative Events

Ch. 3 Preoccupation With Murder: Patterned Responses

Ch. 4 Antecedent Behaviors and The Act of Murder

Ch. 5 After the Murder

Ch. 6 A Motivational Model for Sexual Homicide

Ch. 7 The National Center for the Analysis of Violent Crime

Ch. 8 Crime Scene and Profile Characteristics of Organized and Disorganized Offenders

Ch. 9 Criminal Profiling from Crime Scene Analysis

Ch. 10 The Role of Forensic Pathology in Criminal Profiling by James L. Luke, M.D.

Ch. 11 Interviewing Convicted Murderers

Ch. 12 The Police Artist and Composite Drawings by Horace J. Heafner

Ch. 13 The Victim's Family and Their Response to Trauma

Ch. 14 Victims: Lessons Learned for Response to Sexual Violence by Daniel L. Carter, Robert A. Prentky and Ann W. Burgess

Ch. 15 Murderers: A Postscript

QUALITY OF RESEARCH OF SEXUAL HOMICIDE PERSONALITIES

SSA Ressler was awarded the 1986 "Jefferson Award" from the University of Virginia for his long-term research project. [See enclosure.] Enclosure lists 16 articles appearing in the FBI Law Enforcement Bulletin, and other outside professional journals to include: The American Journal of Psychiatry, the Journal of Interpersonal Violence, and Behavioral Sciences and the Law. These short published articles have, in part, dealt with the general topic of proposed text.

Market

The text is designed to reach a multidisciplinary readership. While it will primarily be directed to the law enforcement, mental health and corrections disciplines, it will be of great interest to victimologists, criminologists, and social researchers.

Competing Books

A comprehensive literature review discloses virtually no existing texts that address captioned topic in the depth and style of this proposed book.

Estimated Time Table

January 1987 = 85% of manuscript completed
March 1988 = Manuscript completed
Summer 1988 = Book published

Authority

The principal authors of this text will be SSAs Robert K. Ressler, John E. Douglas, and Dr. Ann W. Burgess.

Length of Manuscript

The completed manuscript is estimated to be 600-700 pages.

UNIVERSITY OF VIRGINIA
DEPARTMENT OF PSYCHOLOGY

September 29, 1986

Mr. Robert K. Ressler
Behavioral Science Unit
FBI Academy
Quantico, Virginia 22135

Dear Bob:

We write to congratulate you on receiving the Jefferson Award this past Thursday evening during the FBI-University of Virginia meeting in Charlottesville. Your research on serial murderers, rapists and child abductors has had a major impact on law enforcement officials and behavioral science professionals alike. We are especially pleased that your long term efforts on this project were recognized as part of the association between the FBI Academy and the University of Virginia. In addition, we were delighted that your wife and son were able to attend the dinner as they, too, have shared in the demands of this impressive project.

With very best wishes for your continued success in research and instruction with the Behavioral Science Unit,

Sincerely

[redacted]

b6
b7C

Associate Professor and
Associate Chair

[redacted]

Commonwealth Professor
and Chair

67-633303-145

ENCLOSURE

Gilmer Hall, Charlottesville, Virginia 22903-2477 (804) 924-8374

THE JEFFERSON AWARD
1985-1986

Supervisory Special Agent Robert K. Ressler is being nominated for the Jefferson Award for his long-term research while a member of the FBI's Behavioral Science Unit. The research was initially directed toward the sexually oriented multiple murderer and was known as the Criminal Personality Research Project. Although the initial research was directed at the sexually oriented multiple murderer (now commonly known as the serial murderer), it was expanded to the multiple rapist (10 or more victims) and finally to the child molester/abductor. The research initiated in 1977 is continuous and ongoing.

SSA Ressler started the Criminal Personality Research Project in 1977 to enhance the FBI's ability to aid Federal and local law enforcement in the investigation of violent crime. Preliminary literature review showed a lack of insightful and available material to understand criminal behavior and motivation in the commission of violent crimes. Although investigation of violent crimes is the primary responsibility of local police, the FBI has routinely assisted local authorities in such matters since the early 1970's, through the efforts of the Behavioral Science Unit. This service was offered by consultation, crime scene assessment and the construction of criminal profiles of unknown suspects.

SSA Ressler recommended detailed case reviews and indepth interviews with incarcerated felons who had committed the sort of violent crimes that routinely perplex police investigators. Pilot interviews were conducted in 1977 and the Director of the FBI fully authorized the Criminal Personality Research Project in 1978. SSA Ressler sought the expertise of outside academe and mental health professionals, and directed the construction of a 57-page research protocol designed to capture data in violent incarcerated felons. Gathering of data in prisons throughout the U.S. was done by Special Agents of the Behavioral Science Unit and the data was processed and analyzed by a research staff at Boston City Hospital under the direction of [redacted] and SSA Ressler. The project was funded by the National Institute of Justice from 1982 through 1984 by a grant of $127,835. b6 b7C

In addition to the project staff at Boston City Hospital and the members of the FBI's Behavioral Science Unit, an advisory committee was selected for the research project from the University of Virginia [redacted] University of b6 b7C

Pennsylvania [redacted], Massachusetts Institute of Technology [redacted], Purdue University, St. Elizabeth's Hospital, Vanderbilt University, Boston University and other such institutions. b6 b7C

In 1984, the Criminal Personality Research Project staff had completed the interviews of over 50 violent homicidal offenders. The sample was expanded to incorporate serial rapists and child molesters/abductors and 40 interviews per category were targeted. The 57-page protocol was revised to 70 pages and additional funding was obtained through the Department of Justice's Office of Juvenile Justice and Delinquency Prevention for a sum of $840,854 to carry the project through 1986. Forty serial rapists have been interviewed and approximately 23 child molester/abductors are yet to be interviewed. The expansion of this research continues to be directed by SSA Ressler and his colleague [redacted] The research is ongoing and future targets are the crimes of arson and fugitive assessment and foreign counterintelligence by other members of the Behavioral Science Unit staff based on the original Criminal Personality Research Project guidelines. b6 b7C

1. Potential value for the improvement of the Criminal Justice System: The described research in the area of violent criminal offenders puts the FBI on the cutting edge of original research and developed insights have placed the FBI in a national and worldwide leadership role in the specialized area of crime scene assessment and criminal personality profiling. Information learned has greatly improved the FBI's profiling program and has been the basis of training approximately 150 field FBI criminal profile coordinators and police fellows throughout the U.S. in 59 field offices. Material developed has been the basis of numerous publications and has added much new input into the behavioral science FBI Academy courses, such as CECJ 305, 309, 360, 401, 462 and other UVA accredited courses. Similarly, new Agent training has been enhanced by data and fruits of the criminal personality studies.

The Criminal Personality Research Project and the resulting Profiling Program were the basis of the development of the FBI's newly formed National Center for the Analysis of Violent Crime. Continued research will improve the coordination, cooperation and investigation of violent crime in the U.S.

Also, a great deal of behavioral information concerning criminal personality added to the development of the Violent Criminal Apprehension Homicide Report which has been disseminated to law enforcement throughout the U.S. This is the first time in U.S. policing history that homicide reporting has been standardized and centrally reported on a nationwide basis.

2. Involvement of a scholarly process: From its inception in 1977, the Criminal Personality Research Project has been designed to conform to the highest standard of academic study. The FBI Behavioral Science Unit staff has been augmented by top academicians and mental health professionals from prestigious universities and institutions. The development of the 57-page interview protocol, later expanded to 70 pages, set the design of carefully collected and uniform data collection. It is very likely that this is the first time that law enforcement and academia have merged in such an endeavor. The results of the cited research have been shared in well over 100 seminars, conferences, and scholarly meetings. SSA Ressler alone made 30 such presentations to groups such as the American Academy of Psychiatry and the Law, the American Society of Criminal Justice, the Surgeon General's Task Force on Violence, the American Society of Criminology, the National Sheriff's Association, the World Conference on Police Psychology, and criminology classes at the University of Virginia from July 1, 1985, to June 30, 1986.

3. Conclusion: In conclusion, it must be stated that the Criminal Personality Research Project was the original concept of SSA Robert K. Ressler. The original pilot interviews and research design was conceptualized in 1977; however, since that time many of the members of the Behavioral Science Unit have participated in the project to include the conducting of prison interviews. The outside expertise of [redacted] and others have greatly contributed to the research process. The project is ongoing. There is no completion date scheduled. Its limitations are only limited by the imagination of the members of the Behavioral Science Units. b6 b7C

Some of the more infamous incarcerated felons interviewed by SSA Ressler are:

Sirhan B. Sirhan	(Robert Kennedy - Victim)
Arthur Bremmer	(Governor Wallace - Victim)
Sara Jane Moore	(Gerald Ford - Victim)
Charles Manson	
Charles Tex Watson	(Manson Family Member)
Lynette "Squeeky" Fromme	(Manson Family Member)
Sandra Goode	(Manson Family Member)
Edmund Kemper	(Serial Murderer - 11 Victims)
Juan Corona	(Serial Murderer - 25 Victims)
David Berkowitz	(Serial Murderer - 6 Victims)
John Wayne Gacy	(Serial Murderer - 33 Victims)
Richard Speck	(Mass Murderer - 8 Victims)

In all, SSA Ressler has interviewed approximately 100 violent offenders who have killed over 300 people.

Since the inception of the Criminal Personality Research Project, numerous articles have been written from the data collected and analyzed by SSA Ressler. Many of these papers have been co-authored by Dr. Ann Burgess, and have appeared in noted academic and scholarly journals, such as the American Psychiatric Journal. During the period of July 1, 1985, to June 30, 1986, two chapters have been published in a book entitled Rape and Sexual Assault by Dr. Burgess; five articles have appeared in the FBI Law Enforcement Bulletin, which constituted the August 1985 specialized theme issue entitled "Violent Crime;" one chapter has been accepted for publication in a forthcoming book, The Practical Rape Investigation: A Multidisciplinary Approach, by SSA Roy Hazelwood; one article has been accepted for publication by a journal, Behavioral Sciences and the Law; and finally three articles have been accepted for publication by The Journal of Interpersonal Violence; a total of 12 separate articles on the violent criminal offender. Two books, one on criminal personality research, and one on criminal personality profiling, are near completion and anticipated to be published in 1987. These books will be by SSA Ressler, co-authored by Dr. Ann W. Burgess and by SSA John Douglas.

A list of aforementioned publications include:

Ressler, Robert K., John E. Douglas, Dr. A. Nicholas Groth and Dr. Ann Wolbert Burgess, "Offender Profiles: A Multidisciplinary Approach," FBI Law Enforcement Bulletin, September 1980.

Ressler, Robert K., John E. Douglas, Ann Wolbert Burgess. "Sex-Related Murder and Crime Scene Investigation," presented at the International Society for Research on Aggression, Boston Regional Meeting, August 21, 1981.

Ressler, Robert K., John E. Douglas and Ann Wolbert Burgess. "Rape and Rape-Murder: One Offender and Twelve Victims," American Journal of Psychiatry, Volume 140:1, January 1983.

Ressler, Robert K.; John E. Douglas; et al. "Serial Murder: A New Phenomenon of Homicide," presented by Robert Ressler at the 10th Triennial Meeting of the International Association of Forensic Sciences, Oxford University, Oxford, England, September 18-25, 1984.

Ressler, Robert K.; John E. Douglas; et al. "Rape and Rape Murder: One Offender and Twelve Victims," Rape and Sexual Assault, (Chapter 16) by Ann Burgess (editor), Garland Publishing Company, Inc., New York and London, Vol. 203, 1985.

Ressler, Robert K.; John E. Douglas; et al. "Criminal Profiling Research on Homicide," Rape and Sexual Assault, by Ann Burgess (editor), Garland Publishing Company, Inc., New York and London, Vol. 203, 1985.

Ressler, Robert K.; John E. Douglas; et al. "The Men Who Murdered," (Chapter 1), FBI Law Enforcement Bulletin, Vol. 54, No. 8, August 1985.

Ressler, Robert K. and John E. Douglas. "The Split Reality of Murder," (Chapter 2), FBI Law Enforcement Bulletin, Vol. 54, No. 8, August 1985.

Ressler, Robert K.; John E. Douglas; et al. "Classifying Sexual Crime Scenes," (Chapter 3), FBI Law Enforcement Bulletin, Vol. 54, No,. 8, August 1985.

Ressler, Robert K.; John E. Douglas; et al. "Crime Scene and Profile Characteristics of Organized and Disorganized Murderers," (Chapter 4), FBI Law Enforcement Bulletin, Vol. 54, No. 8, August 1985.

Ressler, Robert K.; John E. Douglas; et al. "Interviewing Techniques for Sexual Homicide Investigation," (Chapter 5), FBI Law Enforcement Bulletin, Vol. 54, No. 8, August 1985.

Ressler, Robert K.; John E. Douglas; et al. "Violent Crime," FBI Law Enforcement Bulletin, Vol. 54, No. 8, August 1985.

Ressler, Robert K.; John E. Douglas; Roger L. Depue; and Robert R. Hazelwood. "Criminal Personality Profiling," (Chapter 6), The Practical Rape Investigation: A Multidisciplinary Approach, Robert R. Hazelwood and Ann W. Burgess (Eds.), (New York: Elsevier North Holland) in press.

Ressler, Robert K.; John E. Douglas; et al. "Sexual Killers and their Victims: Identifying Patterns Through Crime Scene Analysis," To be published in the Journal of Interpersonal Violence in Fall, 1986.

Ressler, Robert K.; John E. Douglas; et al. "Murderers who Rape and Mutilate," To be published in the Journal of Interpersonal Violence in Fall, 1986.

Ressler, Robert K.; John E. Douglas; et al. "Sexual Homicide: A Motivational Model," To be published in the Journal of Interpersonal Violence in Fall, 1986.

In addition to articles written by SSA Ressler, et al., other articles are appearing in scholarly journals which heavily cite the efforts of the FBI'S Criminal Personality Research Project. See enclosure (Ressler to Depue memo, "Professional/ Academic Recognition of NCAVC Research").

August 31, 1988

Mr. Charles R. Wall
Chief of Police
Virginia Beach Police Department
Municipal Center
Virginia Beach, Virginia 23456

Dear Chief Wall:

I very much appreciate your writing on August 16th and commenting so favorably on the training assistance afforded your Department by the FBI. I am especially pleased that the training program provided by our Behavioral Science Unit, in particular Special Agents [redacted] and Robert Ressler, was so well received. It will be a pleasure for me to share your letter with these gentlemen. I know they will join me in extending warmest thanks for your kind remarks and for your continued support of our training endeavors. b6 b7C

Sincerely yours,

William S. Sessions
Director

67 - NOT RECORDED-5

1 - Norfolk - Enclosure
1 - Mr. Greenleaf - Enclosure
Personal Attention: Bring to the attention of SAs [redacted] and Robert K. Ressler. b6 b7C
1 - Mrs. Munford
1 - [redacted] - Enclosure
1 - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: Bufiles reflect prior cordial correspondence with Chief WALL.

ESH:dls (7)

5 SEP 02 1988 184

City of Virginia Beach

DEPARTMENT OF POLICE

PUBLIC SAFETY BUILDING
MUNICIPAL CENTER
VIRGINIA BEACH, VIRGINIA 23456

August 16, 1988

Mr. William S. Sessions, Director
Federal Bureau of Investigation
Department of Justice
Washington, D.C. 20535

Dear Mr. Sessions:

Through the efforts of the Norfolk F.B.I. office, we were able to bring to Virginia Beach a quality training program entitled "The Sexual Exploitation of Children". This 5-day training session put on by the F.B.I. Behavioral Science Unit was conducted by SSA [redacted] and SSA Robert K. Ressler during the week of August 8, 1988. b6 b7C

Sixty people were in attendance. These people were from ten law enforcement agencies - municipal, state and federal - in the Hampton Roads area. Included in this number were several state prosecutors and social services representatives; the latter are teamed with police investigators who work primarily with child exploitation cases.

Post-training critique by the participants indicate that this training session was probably the most meaningful, interesting, and well conducted they have received during their professional careers. They consider SSA [redacted] and SSA Ressler to be truly outstanding and effective presenters. b6 b7C

As Chief of Police of the largest city in Virginia, and fast growing municipal police department, I am most appreciative of the cooperation we receive from your agency, particularly in the area of training. I consider it most beneficial when members of my department have the opportunity to attend F.B.I. sponsored training.

Sincerely,

C R Wall

Charles R. Wall
Chief of Police

Robert K. Ressler
67-633303
Sup. Spec. Agent - FBIHQ - Div. 2
No s/m

[redacted]
Sup. Spec. Agent - FBIHQ
Div. 2
No s/m b6 b7C

April 15, 1988

Mr. Howard E. Rudolph
Chief of Police
Division of Police
Department of Public Safety
1300 Ontario
Cleveland, Ohio 44113

Dear Chief Rudolph:

It was kind of you to write on April 4th to express your appreciation for the training provided to your department by Supervisory Special Agents [redacted] and Robert Ressler. We take great pride in our personnel, and it is always good to have that pride reinforced by commendations of our supportive efforts. I am sure Messrs. [redacted] and Ressler join me in thanking you for your thoughtfulness in writing. b6 b7C

Sincerely yours,

William S. Sessions
Director

1 - Cleveland - Enclosure
1 - Mr. Greenleaf - Enclosure
Personal Attention: Bring to the attention of SSAs [redacted] and Robert K. Ressler. b6 b7C
1 - [redacted] - Enclosure
1 - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: Correspondent writes to express appreciation for training provided his department by SSAs [redacted] and Ressler. RUDOLPH is a graduate of the 110th Session of the FBINA and Bufiles contain nothing to preclude this letter. b6 b7C

JMM:jam (6)

ENCLOSURE

DUPLICATE YELLOW

165
67-NOT RECORDED
9 APR 19 1988

DEPARTMENT OF PUBLIC SAFETY
DIVISION OF POLICE
HOWARD E. RUDOLPH
CHIEF

City of Cleveland

GEORGE V. VOINOVICH, MAYOR

1836 SESQUICENTENNIAL 1986

April 4, 1988

William S. Sessions, Director
Federal Bureau of Investigation
Washington, D.C. 20535

Dear Director Sessions:

I would like to take this opportunity to thank you for the outstanding training provided to our department by members of the F.B.I. Academy Staff.

I would like to especially thank Supervisory Special Agent [redacted] and Supervisory Special Agent Robert Ressler for their excellent presentation on Crime Prevention Issues: Strategies and Programs, presented at our Police Academy from March 29 through April 1, 1988. b6 b7C

I wish to express my appreciation and look forward to your continued involvement in our training program whenever possible.

Very truly yours,

Howard E. Rudolph

HOWARD E. RUDOLPH
CHIEF OF POLICE

HER:LB:ak

cc: James W. Greenleaf, Asst. Dir.
Training Division
Joseph E. Griffin, Special Agent-in-Charge
Cleveland Office

ENCLOSURE

FD-698 (1-28-86)

FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
PERFORMANCE PLAN - NOTICE PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755
3. Position Title and Grade	**4. Office of Assignment**
Supervisory Special Agent, GS-14	Behavioral Science Investigative Support Unit, Training Division

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

b6
b7C

5. [redacted] — Signature of Rating Official — Date: 7/1/86

6. James A. Conner — Signature of Reviewing Official — Date: 7/1/86

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a merit increase, performance award, promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. Robert K. Ressler — Signature of Employee — Date: 7-1-86

PLAN MODIFICATION

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

8. _____ — Signature of Rating Official — Date _____

9. _____ — Signature of Reviewing Official — Date _____

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. _____ — Signature of Employee — Date _____

PRAU USE ONLY

Logged: JR Reviewed: _____ Entered: _____

Performance Plan disallowed 12/11/87 due to overlap among the critical elements and their performance standards and minimum measurement criteria within the latter. Accepted for 1986-87 Rating period only.
MW/dja 2/2/88

THREE

FBI/DOJ

167

INSTRUCTIONS FOR PREPARING THE NOTICE PAGE

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. **Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process.** A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to the FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

Items 8-10 are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. **Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.**

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Critical Element # 1

INSTRUCTS STUDENTS: Prepares for and delivers instructional content to students through use of lecture, demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

4. (a) X Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With general direction:

Provides instruction as assigned. Selects and utilizes existing course syllabi, lesson plans, lecture outlines, handouts and audiovisual aids appropriate for courses assigned, making modifications and adaptations as necessary to comply with changes in existing guidelines and policy.

Administers and evaluates exercises and/or examinations.

When applicable, meets University of Virginia academic requirements.

Meets training goals and objectives at a satisfactory level.

Fully Successful

With minimum direction, accomplishes Minimally Acceptable standard plus:

Designs and develops supporting audiovisual materials which enhance classroom presentation. Improves course or instruction in that continually modifies existing course syllabus, lesson plans, and handouts for assigned blocks of instruction to meet specific needs of target population.

Identifies students with problems and provides counseling and/or remedial training to correct the problems.

Improves course of instruction by continually evaluating and occasionally modifying techniques, exams or exercises. Meets training goals and objectives at more than a satisfactory level.

Superior

With minimum direction accomplishes Fully Successful standard plus:

Regularly handles additional teaching assignments.

Due to individual expertise and efficiency, can be assigned and handles more complicated and difficult teaching assignments.

Develops and implements innovative teaching methods, and in unit assignments, identifies problem areas and initiates changes which result in high level of course content, instructional quality, and/or student performance.

See Cover Page

PMR
6. Initials of Employee

7-1-85
Date

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
AND PERFORMANCE STANDARDS PAGE

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Items 1-2 Self-explanatory.

Item 3 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Critical Element # 2

CONDUCTS RESEARCH: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable University of Virginia curriculum guidelines.

4. (a) X Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With general direction, searches, reviews and analyzes available literature. Research and recommendations have utility in updating and revising existing instruction material in furtherance of unit training goals and when applicable University of Virginia guidelines.

Fully Successful

With minimum direction, accomplishes Minimally Acceptable standard plus:

Analyzes and documents accumulated data and submits on a timely basis proposals relevant to curriculum development, materials for publication, or additional research in furtherance of unit training goals.

Documentation supports proposals submitted.

Superior

With minimum direction, accomplishes Fully Successful standard plus:

Conducts research studies in accordance with exacting established procedures and submits conclusions which are suitable for publication, new course development, and other use.

See Cover Page

RKR — 6. Initials of Employee

7-1-86 — Date

THREE

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
AND PERFORMANCE STANDARDS PAGE

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Items 1-2 Self-explanatory.

Item 3 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Critical Element # 3

ORGANIZATIONAL COOPERATION AND LIAISON: Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.

4. (a) X Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With general direction, accepts and completes in a timely fashion all routine, individual and joint planned unit and division assignments.

Assesses the potential for developing liaison contacts, and as necessary establishes or maintains significant liaison contacts with appropriate organizations in the furtherance of Training Division goals.

Fully Successful

With minimum direction, accomplishes Minimally Acceptable standard plus:

Occasionally accepts additional and unanticipated unit and division assignments and completes same by established deadlines.

Regularly shares expertise and resources with other unit and division members as needed, as well as promoting cooperative efforts within unit in support of unit goals and activities.

Establishes liaison and develops resource person contacts with appropriate organizations. Information exchanged, or other results of liaison contacts, are effective in furthering Training Division goals.

Superior

With minimum direction, accomplishes Fully Successful standard plus:

Regularly accepts additional and unanticipated unit and division assignments and completes same on or before established deadlines with comprehensive responses.

Consistently shares expertise and resources with other unit and division members as needed, as well as promoting cooperative effort within unit in support of unit goals and activities.

Through liaison efforts, is able to initiate interorganizational cooperation or implementation of courses, programs and other services.

See Cover Page

RMR
6. Initials of Employee

7-1-86
Date

THREE

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
AND PERFORMANCE STANDARDS PAGE

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2 Self-explanatory.

Item 3 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

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Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

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FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Critical Element # 4

ADMINISTERS ASSIGNED PROGRAMS AND PROJECTS; CONSULTATION

4. (a) X Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With general direction:

Administers assigned unit programs and projects in compliance with existing guidelines. Projects and assignments are completed on a timely basis.

Handles program and project assignments with occasional assistance of unit members and referral to existing guidelines.

As requested, furnishes opinion and advice in areas of expertise.

Advice is timely and conforms with existing guidelines and policy.

Fully Successful

With minimum direction, accomplishes Minimally Acceptable standard plus:

Continuously monitors assigned programs or projects to ascertain their effectiveness.

Submits recommendations which would increase the quality of effectiveness of the program or project.

As requested, engages in and records consultation activities for problem resolution, providing accurate and thorough information.

Superior

With minimum direction, accomplishes Fully Successful standard plus:

Implements recommendations which result in program or project improvement.

Assumes administrative control and planning which contribute to increased program efficiency and effectiveness.

Seeks out new programs or projects and submits proposals justifying their implementation and value to overall unit and division goals.

As requested, engages and records consultation activities for problem resolution which have implementation or operational value, providing accurate and detailed information including resource data for unanticipated questions.

See Cover Page

RKR

6. Initials of Employee

7-1-86

Date

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
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Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

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FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Critical Element # 5

SUPERVISION OF SUBORDINATES: Supervises, reviews and evaluates the work efforts of subordinates assigned to the Behavioral Science Investigative Support Unit, Violent Criminal Apprehension Program (VICAP).

4. (a) ___ Initial Assignment; (b) ___ Adjustment; (c) X Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With minimum direction, assigns work and delegates responsibility to subordinates.

Supervises daily activities of VICAP members to ensure assignments are met in a timely manner. Reviews subordinates' work product for acceptability.

Complies with Bureau performance appraisal system in the appraisal of personnel.

Assures compliance with all rules and regulations, including those pertaining to EEO and affirmative action.

Fully Successful

With minimum direction, accomplishes Minimally Acceptable standard, plus regularly analyzes and evaluates each subordinate's ability to perform duties and equitably assigns and delegates authority to subordinates consistent with their expertise and experience. On a timely basis, provides information to subordinates regarding administrative policies and decisions.

Sets realistic performance standards and regularly monitors performance, providing frequent corrective information and follow-up action.

Recognizes specific personnel needs or problems and provides timely counseling.

Superior

With minimum direction, accomplishes Fully Successful standard plus regularly allocates resources in accordance with priorities and budgetary considerations.

Continually monitors subordinates' performance to identify weaknesses and designs developmental/corrective programs.

Occasionally develops new administrative procedures which result in increased unit productivity, effectiveness, or cost savings.

When needed, exhibits successful counseling skills in difficult or sensitive personnel matters.

See Cover Page

RMR
6. Initials of Employee

7-1-86
Date

THREE

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
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Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

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FD-899 (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Cover Page

(SEE INSTRUCTIONS ON REVERSE)

1. Payroll Name of Employee RESSLER ROBERT K	2. Office of Assignment 0211 D2-BHV SCI INS+RS
3. Social Security Number 357-28-1755	4. PMRS Indicator M5
5. Position Title and Grade SUPERVISORY SPECIAL AGENT GM 14 78-FO-713	6. Summary Rating Superior

7. Rating of Critical Element(s)

#1	#2	#3	#4	#5	#	#
E	E	S	S	FS		

8. [redacted] b6 b7C

Signature of Rating Official

Oct 12, 1988
Date

9. I have reviewed and approved this appraisal. ( )See my comments attached.

James A. O'Connor
Signature of Reviewing Official

10/14/88
Date

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

Robert K Ressler
Signature of Employee

10/14/88
Date

11. Type of Appraisal

A	☒ Annual-Type	☒ Regular	Enter WIB 12/10/87	
C		☐ Conversion		
W		☐ Unacceptable - Warning		
F		☐ Warning Resolution		
L		☐ Delayed	Date	
T	☐ Special-Type	☐ Position Change	Date	
O		☐ Change in Rating Official	Date	
N		☐ Current Appraisal	Date	
Q		☐ Requested by FBIHQ	Date	
D		☐ Conclusion of Detail	Date	
B		☐ Unacceptable - Warning	Date	
K		☐ Warning Resolution	Date	

PRAU USE ONLY

Logged	10/26/88 [illegible]
Reviewed	[illegible] 10/26/88
Entered	[illegible]
Verified	[illegible]
Printout	

67-[illegible]-14
Searched..... Numbered..... 19
6 FEB 10 1989

THREE
FBI/DOJ

MAR 1 1989

PRSTF d. 7/1/86 (5 disallowed 12/11/87) ACCEPTED FOR THIS RATING PERIOD

RECEIVED
Oct 26 9 50 AM '88
PRAU
PERSONNEL SECTION
ASD

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT COVER PAGE

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit (BSISU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

INSTRUCTS STUDENTS: Prepares for and delivers instructional content to students through use of lecture. demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

5. Rating Level: Exceptional

SSA RESSLER, with no supervision required, is the lead instructor and innovator for the National Academy Course, CECJ 462 - Abnormal Criminal Psychology. He taught the 150th through the 154th course, receiving outstanding ratings on student critiques. He conducted 11 one-week road schools, many of which were conducted without the aid of an assistant instructor. He conducted another 17 specialized presentations for such prestigious groups as the IACP, University of Virginia, University of Pennsylvania, Department of the Army, Air Force, the Ohio Association of Forensic Psychiatric Directors, the Chicago Police Department, etc. He did specialized training for the Department of the Army in preparation for the 1988 Olympics in Korea. He presented a specialized satellite telecast interview with several renowned serial killers before an audience of expert homicide investigators, an instructional feat never before accomplished at the FBI Academy. He appeared before each session of the FBI National Academy to provide an overview of VICAP. This program was innovated by SSA RESSLER. He recently introduced a newly-published textbook, SEXUAL HOMICIDE: PATTERNS AND MOTIVES, by Lexington Press, to the FBI Library, authored by himself. This text is now used in CECJ 462 by SSA RESSLER.

RMR
6. Initials of Employee

10/14/88
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific examples** of accomplishments/deficiencies noted during the appraisal period.

Narrative summaries are required for each CE rated above or below the Fully Successful level. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve. Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit (BSISU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 2 as listed on the Plan. 4a. Descriptor:

CONDUCTS RESEARCH: Searches, reviews, analyzes literature, and submits conclusions in furtherance of unit training goals and, when applicable, University of Virginia curriculum guidelines.

5. Rating Level: Exceptional

SSA RESSLER, on his own initiative and with no supervision, continues to conduct significant research in the area of Criminal Personality. The culmination of his research efforts in the area of the sexual killer has resulted in the publication of a textbook entitled SEXUAL HOMICIDE: PATTERNS AND MOTIVES, by Lexington Press, Lexington, Massachusetts. This text has been reviewed in several professional journals and has been acclaimed as the best research in the area of homicidal personality and criminal profiling. The "Royal Mounted Police Gazzett" of Canada stated that every serious police investigator should have the book in their library. Lexington Press sold out the first printing in less than two months and the book is in a second printing at this time. SSA RESSLER continues to work on research with SSA [redacted] in the area of Child Molestation and Abduction and has obtained a $40,000 grant from the National Institute of Justice (NIJ) to pursue this area of police interest. SSA RESSLER continues his research efforts with the University of Pennsylvania, where he holds the title of Research Fellow. He has entered into an agreement with the National Center for Missing and Exploited Children and NIJ to research sex offenders with a goal of doing a series of publications utilizing FBI Behavioral Science personnel. These publications will be made available to law enforcement and related professional fields. SSA RESSLER's research has been the topic of numerous newspaper articles and television programs in this rating period, all of which have been extremely favorable to the FBI. He was awarded the 1987-88 Jefferson Award by the University of Virginia, a prestigious award for research and publication.

b6
b7C

MR
6. Initials of Employee

10/14/88
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific examples** of accomplishments/deficiencies noted during the appraisal period.

Narrative summaries are required for each CE rated above or below the Fully Successful level. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve. Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit (BSISU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 3 as listed on the Plan. 4a. Descriptor:

ORGANIZATIONAL COOPERATION AND LIAISON: Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.

5. Rating Level: Superior

SSA RESSLER, with minimum supervision, routinely maintains an active liaison program within and outside of the FBI. He holds adjunct faculty status with the University of Virginia and lectures on the Charlottesville campus. He holds the position of Research Fellow with the University of Pennsylvania and maintains liaison with the Department of Sociology and Criminology, with [redacted]. He has recently been granted a title of Adjunct Assistant Professor with Michigan State University's Department of Criminal Justice and has been appointed to their Advisory Committee on Forensic Science. He is listed as guest faculty with the New York City Police Department Semi-Annual Homicide Institute, the Space Coast Legal and Medical Institute, and Hocking Technical College International Homicide Institute. He is on the Editorial Board of the JOURNAL FOR INTERPERSONAL VIOLENCE. He maintains affiliations with professional associations and is a member of the Academy of Criminal Justice Sciences and an affiliate member of the Academy of Psychiatry and the Law. He maintains constant liaison with the U.S. Army Criminal Investigation Command and the Department of the Army. He has worked with many other factions of the FBI Academy and routinely coordinates media activities with the Office of Congressional and Public Affairs at FBI Headquarters. During this rating period, SSA RESSLER, in addition to his duties in BSISU, has performed many training and instruction functions, to include road schools and teaching CECJ 462 and New Agents with the Behavioral Science Instruction and Research Unit.

b6
b7C

6. Initials of Employee

10/14/88
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

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With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

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Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific examples** of accomplishments/deficiencies noted during the appraisal period.

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Item 6 Self-explanatory.

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FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit (BSISU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 4 as listed on the Plan. 4a. Descriptor:

ADMINISTERS ASSIGNED PROGRAMS AND PROJECTS; CONSULTATION: Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for Federal, state and local law enforcement agencies in Bureau administrative matters.

5. Rating Level: Superior

In this capacity, SSA RESSLER has continued to supervise the Criminal Personality Research Project, specifically in the area of Sexual Homicide and Child Molestation and Abduction. In addition to the initial grant money from NIJ, SSA RESSLER has coordinated with NIJ, the National Center for Missing and Exploited Children and Sam Houston State University to obtain further funding to explore the child molester and abductor with SSA [redacted] b6 b7C [redacted]. As Program Manager of the VICAP Program, SSA RESSLER initiated a marketing and public relations campaign for the VICAP system by stimulating numerous newspaper and printed media articles and by appearing on numerous television shows, i.e., Larry King Live, Geraldo, London Weekend TV, Cop Talk, Pittsburgh, KDKA 2-DAY, and others. Further, as a highlight to the VICAP International Conference on Violence, SSA RESSLER arranged through his research and liaison contacts in various prisons, a live satellite television conference with two notorious serial killers, JOHN WAYNE GACY and EDMUND EMILE KEMPER. Both inmates spoke to the 200 homicide investigators in the FBI Academy Forum in open discussion of their heinous crimes. This format has never before been effected at Quantico. This three-hour presentation was the "kick off" of the conference and demonstrated to attending local homicide officers, the innovation and excellence of the FBI. SSA RESSLER made 25 public presentations on the road, 11 of which were extended road schools. He conducted numerous consultations to include a rape case in Sussex, England; a notorious murder case in Cleveland, Ohio; a significant FCI case with the U.S. Army; and two serial murder cases in Pittsburgh and Kansas City.

6. Initials of Employee

10/14/88
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

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With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

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Item 6 Self-explanatory.

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FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
ROBERT K. RESSLER	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit (BSISU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 5 as listed on the Plan. 4a. Descriptor:

SUPERVISION OF SUBORDINATES: Supervises, reviews and evaluates the work efforts of subordinates assigned to the Behavioral Science Investigative Support Unit, Violent Criminal Apprehension Program (VICAP).

5. Rating Level: Fully Successful

6. Initials of Employee

10/14/88
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 *Self-explanatory.*

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific examples** of accomplishments/deficiencies noted during the appraisal period.

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Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve. Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

DECEMBER 12, 1989

MR. ROBERT K RESSLER
D2-TRNING DIV FO
QUANTICO, VA 22135

DEAR MR. RESSLER:

Your SUPERIOR performance during the past appraisal period as a General Merit employee under the Performance Management and Recognition System is being recognized through the enclosed check.

The cash value of your award is $ 627.07.

I thank you for your exemplary performance during the past year. Your fine effort in support of the FBI's mission is most commendable.

Sincerely yours,

William S. Sessions
Director

Enclosure

62-633303-149
154

Exec AD Adm. ____
Exec AD Inv. ____
Exec AD LES ____
Asst. Dir.:
Adm. Servs. ____
Crim. Inv. ____
Ident. ____
Insp. ____
Intell. ____
Lab. ____
Legal Coun. ____
Off. Cong. & Public Affs. ____
Rec. Mgnt. ____
Tech. Servs. ____
Training ____
Off. Liaison & Int. Affs. ____
Telephone Rm. ____
Director's Sec'y ____

MAIL ROOM ☐

FEB 13 1990

CHECK SENT BY PRAU

DEC 14 1989

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FBI/DOJ

X474

FD-638 (1-[illegible]-86)

FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
PERFORMANCE PLAN - NOTICE PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755
3. Position Title and Grade	**4. Office of Assignment**
Supervisory Special Agent GM 14	BSIRU, Training Division

This Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

5. [redacted] b6 b7C — 10/14/88 Date

6. Signature of Reviewing Official — 10/14/88 Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a merit increase, performance award, promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or removal.

7. Signature of Employee — 10/14/88 Date

PLAN MODIFICATION

The attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI.

* 8. [redacted] b6 b7C — 10/14/88 Date

9. Signature of Reviewing Official — 10/14/88 Date

07 - NOT REQUIRED MAY

I have been advised of this modification to my Plan and am aware that the consequences of my performance as specified above continue to apply.

10. Signature of Employee — 10/14/88 Date

* per note to Roberta Beadle on 3/23/89 Plan Modification section inadvertently signed. officially adjusted

PRAU USE ONLY

Logged: 05/10 Reviewed: Entered: 05/26/89

SE	Type	Code	Cat.	Reviewed	Accepted/Rejected
1	I	PKINST	A	05/10/89	
2	I	PSCOND	A		
3	I	PCORGA	A		
4	I	PXPROM	A		

Ent Bal 5/10
Released without a substantive review in PRAU.
JS
initials
5/24/89
Date

THREE

FBI/DOJ

INSTRUCTIONS FOR PREPARING THE NOTICE PAGE

RECEIVED
JUN 27 1 PM 199
PERSONNEL SECTION
ASD

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. ***Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process.*** A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to the FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

Items 8-10 are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. **Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.**

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a (Rev. 28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Critical Element # 1: INSTRUCTS STUDENTS

Prepares for and delivers instructional content to students through the use of lecture, demonstration, or practical exercises in the achievement of unit training goals and objectives. Evaluates, tests, and counsels students to facilitate learning by the students.

4. (a) X Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Under regular supervision, performs scheduled teaching assignments through the use of existing course syllabi, lesson plans, lecture outlines and audio-visual aids appropriate for the course assigned. Lectures to FBI employees and other law enforcement personnel. Uses existing student examination and evaluation materials. Maintains classroom control, monitors examinations, and reports attendance when required. Submits student grades to the University of Virginia in a timely manner. Acts on suggestions for professional improvement in response to supervisory counsel based on student evaluations and other observation. Meets training goals and objectives at a satisfactory level.

Fully Successful

With occasional supervisory consultation, exceeds MA standard through the enthusiastic use of various classroom techniques which enhance student learning. Acts as Lead Instructor for approved University of Virginia National Academy courses when assigned. Organizes and clarifies course objectives and training goals for students. Designs and develops supporting audio-visual materials to enhance classroom presentation. Improves instruction through modification or revision of existing course syllabi, lesson plans and handouts to keep current with research and development in the subject matter field and makes timely submissions of changes. Provides counsel, advice, and assistance to students outside the classroom. Develops

(see attached sheet)

Superior

With broad supervisory direction and/or initiative derived from unit goals, exceeds the FS standard by regularly teaching in multiple unit programs. Generates unsolicited requests for training and instruction from law enforcement and FBI managers nationwide. Occasionally, when assigned, provides instruction in subject matter area to state, regional and national law enforcement bodies. Plans travel and teaching material requirements to conserve budgeted funds when possible. Because of developed expertise and efficiency, will handle more complicated and difficult and sometimes unscheduled teaching assignments. Develops and implements innovative teaching and testing methods. Identifies obstacles to student achievement

(see attached sheet)

MR — 6. Initials of Employee

10/14/88 — Date

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
AND PERFORMANCE STANDARDS PAGE

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2 Self-explanatory.

Item 3 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

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Critical Element #1 (Continued)

Fully Successful (Continued):

tests, examinations, and evaluation methods which enhance adult learning. When assigned, presents field school training to law enforcement personnel. Closely monitors and evaluates student learning by means of a fair and equitable grading process which results, overtime, in a reasonable grade spread. Meets training goals and objectives at a more than satisfactory level.

Superior (Continued):

of course objectives and with or without supervisory consultation, effectively and efficiently removes or reduces their negative effect. Meets training goals and objectives at a high level of student satisfaction.

10/14/88

FD-698a (7-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Critical Element # 2: CONDUCT RESEARCH

Searches, locates, reviews and analyzes literature, both of a theoretical and applied orientation, which is mutually supportive of teaching and unit goals.

4. (a) X Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

In response to supervisory direction, searches, locates, reviews and analyzes pertinent subject matter information which can be applied usefully to instruction programs to which assigned. Presents material collected in finished form suitable for reproduction as necessary using generally acceptable academic manuscript style and documentation devices. Complies with copyright restriction and academic "fair use" practice.

Fully Successful

Through self-initiated activity, exceeds MA standard by producing some of the following book reviews, articles for publication, surveys, questionnaires, monographs, subject-matter bibliographies, case studies, and reports of experimentation and/or evaluation of data collected. Submits research results relevant to curriculum development in suitable form for publication and/or reproduction. Prepares subject matter monographs and case studies for classroom use.

Superior

With minimum direction, exceeds FS standard by publishing the results of research in law enforcement, criminal justice, or management periodicals or journals; and/or furnishes client law enforcement organizations, Bureau units or divisions with a usable product, such as, but not limited to, new course development, management reports, statistical analyses, identification of training and development needs, and journal articles.

RKR

6. Initials of Employee

10/14/88

Date

THREE

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
AND PERFORMANCE STANDARDS PAGE

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2 Self-explanatory.

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Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

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FD-698a (6-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Critical Element # 3: ORGANIZATIONAL COOPERATION AND LIAISON

Supports unit and division goals in cooperation with unit members and other individuals and entities inside and outside the FBI.

4. (a) X Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

Accepts and completes as directed, all routine assignments in a timely fashion. Attends to the administrative details of unit, division, and Bureau directives as set forth in regulation and procedure manuals. Establishes and maintains as necessary, personal contact with individuals within the FBI, in the criminal justice and academic communities, who have potential to assist in the accomplishment of unit, divisional, and Bureau goals.

Fully Successful

Exceeds MA standard by anticipating, planning for and completing routine assignments and requirements with occasional supervisory consultation. Accepts and completes additional and/or unanticipated unit and division assignments in advance of established deadlines. Regularly shares expertise and resources with other unit and division members as needed and promotes cooperative efforts within the unit to achieve unit goals and activities. Prepares subject matter expert reports and advice for FBI and field police training activities and participates in internal and external organizational consultation projects. Seeks out and makes contact with external academic and practicing professionals to encourage their participation in training

(see attached sheet)

Superior

Exceeds FS standard by the self-initiated identification and pursuit of opportunities to promote efficiency and effectiveness in the achievement of unit and divisional goals. Acts as principal agent in consultation projects within the division, within other FBI divisions, and/or with client law enforcement agencies. Consistently and without direction, shares information and resources with other unit and division members. Successfully and economically negotiates presentations or subject matter experts for training and educational benefit or improvement. Maintains inter- and intro-organizational cooperation through liaison activity in the implementation of courses, programs and other services. Participates in

(see attached sheet)

RKR
6. Initials of Employee

10/14/88
Date

FBI/DOJ

INSTRUCTIONS
FOR PREPARING THE CRITICAL ELEMENT
AND PERFORMANCE STANDARDS PAGE

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2 Self-explanatory.

Item 3 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

Critical Element #3 (Continued)

Fully Successful (Continued):

and consultation activities in the achievement of unit, divisional, and Bureau goals. Maintains proficiency in subject matter by attending educational and developmental training or graduate programs, as faculty development budget allows. Acts as role player, facilitator and/or consultant to other Bureau units and divisions.

Superior (Continued):

professional social activities associated with the accomplishment of unit and divisional goals. Participates in unit and divisional planning activities by service on standing committees or ad hoc teams.

VMP 10/14/88

FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Critical Element # 4: ADMINISTERS ASSIGNED PROGRAMS AND PROJECTS, CONSULTATION: Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for federal, state and local law enforcement agencies and in Bureau administrative matters.

4. (a) ___ Initial Assignment; (b) ___ Adjustment; (c) ___ Addition; (d) ___ Termination

5. PERFORMANCE STANDARDS

Minimally Acceptable

With supervisory direction and control, acts as manager in the planning, implementation, and execution of training or training-related unit programs. Ensures the maintenance of program records and files. With supervisory assistance, prepares clear and accurate communications and correspondence associated with the program. Solicits and obtains physical material and personnel resources within budget for the presentation of a specific program of instruction.

Fully Successful

By self-initiated activity and with occasional supervisory consultation, exceeds the MA standard by the development and application of program effectiveness criteria. Identifies and applies practices and procedures to improve quality or effectiveness of the specific program to which assigned. In addition, accepts leadership of ad hoc projects associated with the achievement of unit and division goals. Identifies and facilitates the application of cost-saving measures in program operation. Makes briefings and presentations related to program operation and goals in a variety of formal settings such as, but not limited to, Career Board Retreats, SAC Conferences, Field Division Management Conferences and Retreats, FBIHQ briefings, and visits of international officials.

Superior

Exceeds FS standard by independent evaluation and implementation of recommendations which result in program improvement. By the application of expertise, causes or contributes to problem solutions associated with assigned programs or project. Anticipates problems and difficulties arising from program operations and reduces unnecessary work and cost-overruns. Through professional initiative in program events, enhances the working relationships between program participants, program service providers, and unit and divisional members. Strives to develop new programs or projects and submits proposals to justify their implementation and value to overall unit and division goals. Through familiarity with unit goals and operations, demonstrates capacity to serve as unit chief.

6. Initials of Employee

4/27/87
Date

FBI/DOJ

RECEIVED
MAY 9 1 24 PM '89
PERSONNEL SECTION
ASD

INSTRUCTIONS FOR PREPARING THE CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

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Items 1-2 Self-explanatory.

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Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

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Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

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FD-656 (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Cover Page

(SEE INSTRUCTIONS ON REVERSE)

1. Payroll Name of Employee	2. Office of Assignment
RESSLER ROBERT K	D2-BEHAVIORAL SCI 0211
3. Social Security Number	**4. PMRS Indicator**
357-28-1755	M3
5. Position Title and Grade	**6. Summary Rating**
SUPERVISORY SPECIAL AGENT GM 14	Superior

7. Rating of Critical Element(s)

#1	#2	#3	#4	#	#	#
E	E	S	S			

8. [redacted]

Signature of Rating Official

10-11-89
Date

b6
b7C

9. I have reviewed and approved this appraisal. ( )See my comments attached.

Vernon D. Kohl

Signature of Reviewing Official

10/12/89
Date

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

Robert K. Ressler

633305-149X
10 MAR 2[illegible] JB FBI

Signature of Employee

Date

11. Type of Appraisal

A	☒	Annual-Type	☒	Regular	
C			☐	Conversion	
W			☐	Unacceptable - Warning	
F			☐	Warning Resolution	
L			☐	Delayed	Date
T	☐	Special-Type	☐	Position Change	Date
O			☐	Change in Rating Official	Date
N			☐	Current Appraisal	Date
Q			☐	Requested by FBIHQ	Date
D			☐	Conclusion of Detail	Date
B			☐	Unacceptable - Warning	Date
K			☐	Warning Resolution	Date

PRAU USE ONLY

Logged	dfk 10/24
Reviewed	dfk
Entered	dfk 10/24
Verified	
Printout	

THREE

FBI/DOJ

10 APR 27 1990

PPSTF PKINST, PSCOND, PCORGA, PXADMIT d. 10/14/88

RECEIVED
Oct 24 1 16 AM '89
PRAU
PERSONNEL SECTION

Instructions for Preparing the Performance Appraisal Report Cover Page

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent - A member of the Behavioral Science Instruction and Research Unit (BSIRU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

INSTRUCTS STUDENTS: Prepares for and delivers instructional content to students through use of lecture, demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

5. Rating Level: E

Exceptional - SSA Robert K. Ressler, with no supervision required, is the lead instructor and innovator for the National Academy (NA) course, CJ 462, Abnormal Criminal Psychology. He taught this course for four NA sessions, receiving outstanding ratings on student critiques. He conducted nine one-week road schools, many of which were conducted without the aid of an assistant instructor. He conducted numerous specialized presentations for such prestigious groups as the International Association of Chiefs of Police; University of Virginia; University of Pennsylvania; the Spacecoast Institute for Medical and Legal Education; the American Academy of Forensic Sciences, Psychiatry and Behavioral Sciences; the Academy of Criminal Justice Sciences; Kent State University Law Enforcement Training Center; Michigan State University; and the New York City Homicide Schools. He conducted specialized training for the U.S. Department of the Army. SSA Ressler previously presented a specialized satellite telecast interview with several renowned serial killers before an audience of expert homicide investigators, an instructional feat never before accomplished at the FBI Academy, and is currently editing this telecast for a valuable future resource for the Training Division. SSA Ressler previously introduced a newly-published textbook, Sexual Homicide: Patterns and Motives, published by Lexington Press, authored by SSA R.K. Ressler, A.W. Burgess, and J.E. Douglas, to the FBI Library. This text is now used in CJ 464 by SSA Ressler. He continues to develop course material through his field school training. He has recently researched and incorporated satanic cult issues in his timely presentations.

RKR
6. Initials of Employee

10/13/89
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific examples** of accomplishments/deficiencies noted during the appraisal period.

Narrative summaries are required for each CE rated above or below the Fully Successful level. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve. Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent - A member of the Behavioral Science Instruction and Research Unit (BSIRU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 2 as listed on the Plan. 4a. Descriptor:

CONDUCTS RESEARCH: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable, University of Virginia curriculum guidelines.

5. Rating Level:

Exceptional - SSA Ressler, on his own initiative and with no supervision, continues to conduct significant research in the area of Criminal Personality. The culmination of his research efforts in the area of the sexual killer has resulted in the publication of a textbook entitled Sexual Homicide: Patterns and Motives, published by Lexington Press, authored by SSA R.K. Ressler, A.W. Burgess, and J.E. Douglas. He continues to work on research with SSA Lanning in the area of Child Molestation and Abduction and has obtained a $37,500 grant from the Office of Juvenile Justice and Delinquency Prevention (OJJDP) to pursue this area of police interest. SSA Ressler continues his research efforts with the University of Pennsylvania, where he holds the title of Research Fellow. He has entered into an agreement with the National Center for Missing and Exploited Children and the National Institute of Justice to research sex offenders with a goal of doing a series of publications utilizing FBI Behavioral Science personnel. These publications will be made available to law enforcement and related professional fields. SSA Ressler's research has been the topic of numerous newspaper articles and television programs in this rating period, all of which have been extremely favorable to the FBI.

MMR
6. Initials of Employee

10/13/89
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

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Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

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FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent - A member of the Behavioral Science Instruction and Research Unit (BSIRU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 3 as listed on the Plan. 4a. Descriptor:

ORGANIZATIONAL COOPERATION AND LIAISON: Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.

5. Rating Level: Superior

Superior - SSA Ressler, with minimum supervision, routinely maintains an active liaison program within and outside of the FBI. He holds adjunct faculty status with the University of Virginia and lectures on the Charlottesville Campus. He holds the position of Research Fellow with the University of Pennsylvania and maintains liaison with the Department of Sociology and Criminology, with [redacted]. He has recently been granted a title of Adjunct Assistant Professor with Michigan State University's Department of Criminal Justice and has been appointed to their Advisory Committee on Forensic Science. He is listed as guest faculty with the New York City Police Department Semi-Annual Homicide Institute, the Space Coast Legal and Medical Institute, and Hocking Technical College International Homicide Institute. He is on the Editorial Board of the Journal for Interpersonal Violence. SSA Ressler maintains affiliations with professional associations and is a member of the Academy of Criminal Justice Sciences and an affiliate member of the Academy of Psychiatry and the Law. He maintains constant liaison with the U.S. Army Criminal Investigation Command. He has worked with many other factions of the FBI Academy and routinely coordinates media activities with the Office of Public Affairs at FBI Headquarters.

b6
b7C

6. Initials of Employee

10/13/89
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

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FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation
Performance Management and Recognition System
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
Robert K. Ressler	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent - A member of the Behavioral Science Instruction and Research Unit (BSIRU) is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 4 as listed on the Plan. 4a. Descriptor:

ADMINISTERS ASSIGNED PROGRAMS AND PROJECTS; CONSULTATION: Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for Federal, state, and local law enforcement agencies in Bureau administrative matters.

5. Rating Level: 1

Superior - In this capacity, SSA Ressler has continued to supervise the Criminal Personality Research Project, specifically in the area of Sexual Homicide and Child Molestation and Abudction. In addition to the initial grant money from the Office of Juvenile Justice Delinquency Prevention, SSA Ressler has coordinated with the National Institute of Justice, the National Center for Missing and Exploited Children, and Sam Houston State University, to obtain further funding to explore the child abductor with SSA [redacted]. SSA Ressler made more than 20 public presentations on the road, 9 of which were extended road schools. He conducted numerous consultations to include a notorious murder case in Cleveland, Ohio; a significant foreign counterintelligence case with the U.S. Army; and several serial murder cases. He continues to expand areas of responsibility and has significantly assisted in establishing a faculty exchange with Institutions of Excellence (universities) in the United States. His assistance in this area is noteworthy. b6 b7C

6. Initials of Employee

10/13/89
Date

FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Evaluation Page

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Item 6 Self-explanatory.

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Memorandum

Dep. Dir. _____
ADD Adm. _____
ADD Inv. _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Insp. _____
Intell. _____
Lab. _____
Legal Coun. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Cong. Affs. Off. _____
Off. of EEO _____
Off. Liaison & Int. Affs. _____
Off. of Public Affs. _____
Telephone Rm. _____
Director's Sec'y _____

To : [redacted] Date 10/19/89

From M. Ahlerich

Subject : REQUEST BY [redacted] b6 b7C
OF TIME-LIFE INC., FOR COMMUNICATION
WITH SPECIAL AGENT (SA) ROBERT K. RESSLER
REGARDING CRIME PUBLICATIONS

PURPOSE: To forward captioned request to the Training Division for review.

DETAILS: By letter dated 9/27/89 (copy attached), [redacted] b6 b7C of Time-Life Inc., has requested permission to communicate with SA Robert K. Ressler and his colleagues at the National Academy at Quantico for the publication of a brochure and prototype chapter for a first book of a proposed series on crime. [redacted] has already spoken to SA Ressler about the FBI Academy and has heard about the work of the National Center for the Analysis of Violent Crime and the Behavioral Science Unit. SA Ressler has expressed his willingness to cooperate.

RECOMMENDATION: That the Training Division review this request and advise OPA of decision to either approve or decline. It is requested that [redacted] Research/Drug Demand Reduction Unit, OPA, extension 3284, receive the addendum by COB 10/26/89. b6 b7C

APPROVED:	Adm.Servs._____	Legal Coun._____	Off.of Liaison
	Crim.Inv._____	Rec.Mgmt._____	& Intl.Affs._____
Director_____	Ident._____	Tech.Servs._____	Off.of
Dep.Dir_____	Inspection_____	Training_____	Public Affs._____
ADD-Adm._____	Intell._____	Con.Affs.Off._____	
ADD-Inv._____	Laboratory_____	Off. of EEO_____	

67-633303-1497X1
Searched.....Numbered.....
22 APR 20 1990

Enclosure

1 - Mr. Ahlerich - Enclosure
1 - [redacted] - Enclosure b6 b7C
(Attention: Mr. Ressler)
1 - Mr. Davenport - Enclosure
1 - [redacted] - Enclosure
1 - [redacted] - Enclosure

2-ENCLOSURE

25 NOV 7 1989

RAF:cms (8)

SEE TRAINING DIVISION ADDENDUM PAGE 2

1-ENCLOSURE

5 MAY 16 1990

FBI/DOJ

Memorandum from M. Ahlerich to [redacted] dated 10/19/89 b6 b7C
RE: REQUEST BY [redacted]
OF TIME-LIFE INC., FOR COMMUNICATION
WITH SPECIAL AGENT (SA) ROBERT K. RESSLER
REGARDING CRIME PUBLICATIONS

ADDENDUM: TRAINING DIVISION - PMU:bm, 10/26/89

Training Division concurs that SA Robert K. Ressler would be an excellent choice to represent Quantico for communication with [redacted] of Time-Life, Inc. b6 b7C

APPROVED:	Adm. Servs.	Legal Coun.	Off. of Liaison & Int. Affs.
	Crim. Inv.	Rec. Mgmt.	
Director	Ident.	Tech. Servs.	Off. of Public Affs.
Dep. Dir.	Inspection	Training AEN/P	
ADD-Adm.	Intell.	Cong. Affs. Off.	
ADD-Inv.	Laboratory	Off. of EEO	

October 19, 1989

[redacted] b6 b7C
Time-Life Books Inc.
Alexandria, Virginia 22314

Dear [redacted]:

This is in response to your letter of September 27, requesting permission for Time-Life Books to communicate with Special Agent Robert K. Ressler and his colleagues in the preparation of your proposed publications regarding crime.

Your request is currently being reviewed by appropriate FBI personnel. You will be advised of the outcome at the earliest possible date.

Sincerely yours,

Milt Ahlerich
Assistant Director
Office of Public Affairs

1 - [redacted] - Enclosure b6 b7C

NOTE: Requester has spoken with SA ROBERT K. RESSLER who has expressed a willingness to work with TIME-LIFE INC. Bufiles reveal no prior correspondence with requester. TIME-LIFE INC., is identified in Bufiles 94-69752 and 94-5, Serial 89389 and Serial 90311.

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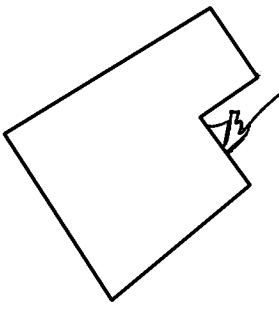

b6
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TIME-LIFE BOOKS INC., ALEXANDRIA, VIRGINIA 22314

September 27, 1989

Mr. Milt Ahlerich, Asst. Dir.
FBI Public Relations Office
FBI
9th and Pennsylvania
Washington, DC 20535

Dear. Mr. Ahlerich:

Time-Life Books is developing a brochure and prototype chapter for a possible first book to test the interest of the public in a series of books on crime. Each volume will look at a specific type of crime, examining in detail the planning, execution , and resolution of a wide selection of cases. The stories will be told in a straightforward manner focusing on the lives, thoughts, and actions of the perpetrators, the victims, and the investigators and prosecutors who, in most instances, finally brought the guilty to justice.

I have spoken about the project with Bob Ressler at the FBI Academy and heard about the work of the National Center for the Analysis of Violent Crime and the Behavioral Science Unit. We are interested in their input and Mr. Ressler has expressed a willingness to work with us. Not only would the series be incomplete without the critical work of the bureau in this all important area, but their guidance would also be invaluable as we look for ways to make this series informative and educational.

We at Time-Life Books would like permission to communicate further with Mr. Ressler and his colleagues and to visit the Academy at Quantico to learn more about what is taught there. Please feel free to call me at [redacted] if you have any questions. I look forward to hearing from you. b6 b7C

Sincerely

[redacted] b6 b7C

25 NOV 7 1989

Interview Ackerman 12/19/89 RAF:cas

OCPA

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